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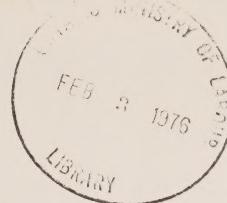
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CANADA

CANADA DEPARTMENT OF LABOUR  
OTTAWA



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ONTARIO

ONTARIO MINISTRY OF LABOUR  
" TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
IN ONTARIO REACHED DURING JANUARY 1973



Prepared jointly by the Canada Department of Labour  
and the Ontario Ministry of Labour



## C O N T E N T S

This report consists of summaries of 33 collectively bargained settlements in Ontario's non-construction industries in January 1973. This report also includes an addendum of 3 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements for bargaining units of 200 to 500 employees.

### Notes on Rates:

Two rates are consistently sought in reporting settlements; they are the after probationary rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. However, in some bargaining units these classifications do not exist and, in such cases, an attempt is made to report increases for a low rate and a high rate. For example, in an office bargaining unit, rates that might be reported could be a clerk's rate and a senior data control analyst's rate. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled occupation and for a skilled occupation in the bargaining unit.

Provisions in brackets refer to the previous agreement.

February 26, 1973



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## LOGGING

Abitibi Paper Company Ltd. (Lakehead Woodlands, Sault Ste. Marie and Iroquois Falls Woods Divisions) at Thunder Bay, Sault Ste. Marie, Smooth Rock Falls and Iroquois Falls - Lumber and Sawmill Workers' Union, Locals 2693 and 2995 of the United Brotherhood of Carpenters and Joiners of America (AFL-CIO, CLC): A 24 month renewal agreement effective from Sept. 1, 1972 to Aug. 31, 1974, covering 900 employees, settled at the post-conciliation bargaining stage.

Wages:	Effective	Sept. 1/72	Sept. 1/73
	General Increases	34¢	33¢
	Adjustments: Mechanics, Welders, Machinists and Carpenters (Lead and Class A)	10¢	-
	Adjustments: Mechanics, Welders, Machinists (Class B); Utility Man (Iroquois Falls); Plumber Maintenance, Electrician Maintenance, and Electrician (Lakehead)	2¢	-
	Piece Work Increases	6%	5½%
	General Labourer	\$3.83 (\$3.49)	\$4.16
	Machinist Class A	\$5.08 (\$4.64)	\$5.41

Shift Premiums: Effective Jan. 10, 1973, 0 - 14¢ - 19¢ (0 - 12¢ - 17¢).

Tradesman Premium (Bush): Effective Jan. 10, 1973, 10¢ per hour to all tradesmen and helpers who are assigned to a bush garage or to work away from the main camp garage (new).

Reporting Pay: 4 (3) hours' straight time.

Displacement: If an employee lacking sufficient seniority is displaced by another employee in a camp, he will be granted 8 (6) hours' straight time pay.

Paid Holidays: Effective Sept. 1, 1973, Remembrance Day is added for a total of 11.

Health and Welfare: Life Insurance - coverage is increased to \$10,000 (\$7,000), with employer continuing to pay 50% of premium cost.

Employer will contribute \$12.84 (\$11.40) per month for single employees and \$26.13 (\$25.75) per month for married employees toward the cost of OHIP, Blue Cross Drug Plan and Semi-Private Hospital Care Plans.



Bereavement Leave: 3 days' paid leave in the event of death of a parent, spouse, child, parents-in-law, brother or sister (new).

Jury Duty: Employer makes up the difference between jury pay and 8 hours' straight time pay for each day of jury service (new).

Power Saw Rental: Employer will pay \$4.50 (\$4.00) per shift to a day worker using his power saw at Company request when felling and limbing, and \$5.50 (\$5.00) per shift, when bucking at a landing on a skidding operation.

Power Saw Gas & Oil: 40¢ (30¢) allowance per day worked.

Clothing: The employer will supply mechanics, welders, machinists and electricians with coveralls at cost (new).

Fire Insurance: The employer will provide up to \$500 (\$400) free fire insurance to cover personal belongings and power saws.

Eddy Forest Products Limited at Espanola - Carpenters, Local 2693 (Lumber and Sawmill Workers' Union) (AFL-CIO, CLC): A 24 month renewal agreement effective from Sept. 1, 1972 to Aug. 31, 1974, covering 231 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Aug. 31, 1972.)

Wages and terms of settlement are similar to those reported for the Abitibi Paper Company Ltd. on page 1.

Great Lakes Paper Company Limited at Thunder Bay - Lumber and Sawmill Workers' Union, Local 2693 of the United Brotherhood of Carpenters and Joiners of America (AFL-CIO, CLC): A 24 month renewal agreement effective from Sept. 1, 1972 to Aug. 31, 1974, covering 750 employees, settled at the post-conciliation bargaining stage.

Wages and terms of settlement are similar to the Abitibi Paper Company Ltd. agreement, reported on page 1.

The Ontario-Minnesota Pulp and Paper Company Limited at Kenora and Fort Frances - Carpenters, Local 2693 (Lumber and Sawmill Workers' Union) (AFL-CIO, CLC): A 24 month renewal agreement effective from Sept. 1, 1972 to Aug. 31, 1974, covering 355 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Aug. 31, 1972.)

Wages and terms of settlement are similar to those reported for the Abitibi Paper Company Ltd., reported on page 1, except for the following clauses:

Welfare: Employer continues to pay full cost of basic life insurance benefits of \$5,000, and pays 50% of supplemental life insurance benefits which is increased to \$5,000 (\$2,000). Cost to employee not to exceed 30¢ per \$1,000.

Travel Allowance: \$3.00 per day for non-resident commuters in lieu of board in (new)



Spruce Falls Power and Paper Company, Limited at Kapuskasing - Lumber and Sawmill Workers' Union, Local 2995 of the United Brotherhood of Carpenters and Joiners of America (AFL-CIO, CLC): A 24 month renewal agreement effective from Sept. 1, 1972 to Aug. 31, 1974, covering 650 employees, settled at the post-conciliation bargaining stage.

Wages and terms of settlement are similar to the Abitibi Paper Company Ltd. agreement, reported on page 1.

#### FOOD AND BEVERAGE

Dempster's Bread - Division of Corporate Foods Limited at Toronto - Teamsters, Local 647 (Ind.): A 23 month renewal agreement effective from Jan. 28, 1973 to Dec. 31, 1974, covering 239 employees, settled at the mediation stage. (Previous agreement expired Nov. 14, 1972.)

Wages: Retroactive pay of applicable increase times hours worked for the period from Nov. 15, 1972 to Jan. 28, 1973.

Effective	Jan. 28/73	Nov. 18/73	Nov. 17/74
General Increases	31¢ - 55¢	30¢	10¢
Additional Adjustments		Maintenance of pay with reduction of hours in work week	
Feeder-Packer	\$3.03 - \$3.20 (\$2.62 - \$2.89)	\$3.54 - \$3.71	\$3.64 - \$3.81
Mixer	\$3.68 - \$4.14 (\$3.23 - \$3.69)	\$4.26 - \$4.72	\$4.36 - \$4.82
Maintenance Mechanic	\$4.31 - \$4.78 (\$3.76 - \$4.23)	\$4.93 - \$5.40	\$5.03 - \$5.50

Probationary period is 45 working days. Employee receives maximum rate after 3 months (previously progressed to mid-point rate after 3 months and to maximum after 6 months).

Shift Premiums: 14¢ (13¢) per hour for hours worked between 6:00 p.m. and 6:00 a.m.

Hours of Work: Effective Nov. 18, 1973, hours of work reduced to 37½ (40) per week.

Overtime Pay: Effective Nov. 18, 1973, time and one-half after 7½ (8) hours per day.

Effective Nov. 18, 1973, time and one-half after 37½ (40) hours per week.



Guaranteed Work Week: Employer shall not use Sunday premium to calculate the daily guarantee of pay (new).

Lunch and Rest Periods: Effective Nov. 18, 1973, daily guarantee is  $7\frac{1}{2}$  hours, for 5 days per week (previously 40 hours per week guaranteed).

Meal Allowance: Effective Nov. 18, 1973, no employee shall be required to take his lunch period before completing  $2\frac{1}{2}$  (3) hours of work nor be required to exceed  $4\frac{1}{2}$  (5) hours without his lunch period.

Paid Vacations: One 15 minute paid rest period after regular shift for employees required to work one or more hours' overtime (previously 15 minutes after 10 hours worked) and one 10 minute rest period for each additional 2 hours .

Welfare: Life insurance benefits increase to \$5,000 (\$4,000 for male employees and \$2,000 for female employees).

Tool Allowance: Weekly indemnity benefits increase to \$80 (previously \$75 for male employees and \$60 for female employees), payable from the first day of accident and fourth day of illness for a maximum of 26 weeks. Effective May 1, 1974, benefits increase to \$90 per week.

Safety Shoes: Effective Mar. 1, 1973, employer pays 100% of the premiums for new prescription drug plan with 80% of expenses paid.

Employer provides safety shoes (new).



LEATHER

Bata Footwear, Division of Bata Industries Limited at Frankford, Campbellford and Picton - Locals 715, 464 and 740, Boot and Shoe Workers' Union (AFL-CIO, CLC): A 24 month renewal agreement effective from Oct. 4, 1972 to Oct. 3, 1974, covering 700 employees, settled at the conciliation officer stage.

Wages:	Effective	Oct. 4/72	Oct. 4/73
	Increases	32¢ - 54¢	12¢
	Class III/IX	\$2.00 (\$1.68)	\$2.12
	Class I	\$2.45 (\$2.03)	\$2.57

Paid Vacation: 2 weeks after 2 years' service, 2 weeks and 1 day after 5 years, 3 weeks after 10 years, 3 weeks and 2 days after 15 years, 4 weeks after 25 years (2 weeks after 2 years, 2 weeks and 4 days after 10 years, 3 weeks and 1 day after 15 years, 4 weeks after 25 years).

Health and Welfare: Life insurance coverage - \$4,000 (\$2,500).

TEXTILE

Wabasso Limited (Empire Cotton Division) at Welland - Local 155, United Textile Workers of America (AFL-CIO, CLC): A 36 month renewal agreement effective from Aug. 4, 1972 to Aug. 3, 1975, covering 550 employees, settled after a work stoppage.

Wages:	Effective	Aug. 4/72	Aug. 4/73	Aug. 4/74
	General Increases	13¢	14¢	14¢
	Trades Adjustment	10¢	-	-
	General Labourer (Dye House)	\$2.33 (\$2.20)	\$2.47	\$2.61
	Machine Millwright	\$3.39 (\$3.16)	\$3.53	\$3.67

Paid Vacation: Effective in 1973, 3 weeks after 10 (15) years' service.



Millhaven Fibres Limited at Millhaven - Local 9-670, Oil, Chemical and Atomic Workers' International Union (AFL-CIO, CLC): A 26 month renewal agreement effective from Nov. 16, 1972 to Jan. 6, 1975, covering 1,100 employees, settled at the bargaining stage.

Wages: Effective Nov. 16/72 Jan. 7/74

General Increases:

Classifications at rates between (inclusive)

\$2.71 - \$3.15	27¢	28¢
\$3.21 - \$3.40	24¢	22¢
\$3.45 - \$4.23	30¢	30¢

Bobbin Recovery Operator	\$3.03	\$3.31
	(\$2.76)	

Labourer	\$3.45	\$3.67
	(\$3.21)	

Electrician	\$4.53	\$4.83
	(\$4.23)	

Premiums: Shift premium - 0 - 15¢ - 21¢ (0 - 13¢ - 18¢).  
 Sunday premium - 50¢ (45¢) per hour.  
 Leader premium - 18¢ (15¢) per hour.  
 Instructor premium - 13¢ (8¢) per hour.

Health and Welfare: Health insurance - employer pays \$5.50 for single, \$16.00 for married (formerly \$5.50 single, \$13.00 married, \$16.00 married with children).

Disability Wage Plan - no waiting period for leave of absence due to injury. Employees with less than 5 years' service have a 3 working day waiting period for leave of absence due to a disability for which an employee is admitted to hospital, 2 working days for employees with more than 5 years' service (formerly 7 consecutive days' waiting period for all disabilities).

Union Security: RAND formula (previously voluntary, irrevocable deduction of union dues).



CLOTHING

Cluett, Peabody and Company of Canada Limited at Kitchener and Hamilton - Locals 303 and 573, Amalgamated Clothing Workers of America (AFL-CIO, CLC): A 36 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1975, covering 1,000 employees, settled at the bargaining stage.

Wages:	Effective	Jan. 1/73	Jan. 1/74	Jan. 1/75
	Swatcher	\$1.80 (\$1.75)	\$1.90	\$2.00
	Mechanic	\$4.00 (\$3.75)	\$4.25	\$4.50
Paid Holidays:	Effective Jan. 1, 1975, 1 floating holiday added for a total of 9.			
Paid Vacation:	Effective Jan. 1, 1973, 3 weeks after 11 (12) years' service; Jan. 1, 1974, 3 weeks after 10 years.			

John Forsyth Company Ltd. at Kitchener and Waterloo - Local 303, Amalgamated Clothing Workers of America (AFL-CIO, CLC): A 36 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1975, covering 500 employees, settled at the bargaining stage.

Wages:	Effective	Jan. 1/73	Jan. 1/74	Jan. 1/75
	Increases	7¢ - 25¢	7¢ - 25¢	7¢ - 25¢
	Night Janitor (3 months)	\$2.05 (\$1.90)	\$2.15	\$2.30
	Sewing Machine Adjuster	\$4.00 (\$3.75)	\$4.25	\$4.50
Paid Holidays:	Effective Jan. 1, 1975, 1 floating holiday added for a total of 9.			
Paid Vacation:	Effective Jan. 1, 1973, 3 weeks after 11 (12) years' service; Jan. 1, 1974, 3 weeks after 10 years.			

FURNITURE AND FIXTURE

Emanuel Products Limited at Toronto - Woodworkers, Local 2-700 (AFL-CIO, CLC): A 24 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 294 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1972.)

Wages:	Effective	Jan. 3/73	Jan. 2/74
	General Increases	25¢	20¢



Jan. 3/73

Jan. 2/74

Additional Adjustments	1¢ - 15¢ due to reclassifications and establishment of new wage scale	
Job Group 12 (General Duty)	\$2.85 - \$3.00 (\$2.58 - \$2.75)	\$3.05 - \$3.20
Job Group 1 (includes Touch-Up and Repair)	\$3.45 - \$3.60 (\$3.18 - \$3.35)	\$3.65 - \$3.80

Probationary period is 45 calendar days. Maximum rate for General Duty reached after one 3 month increment, and for Touch-Up Repair after three 3 month increments of 5¢ each.

Paid Vacations: 3 weeks after 7 (8) years and 4 weeks after 18 (20) years.

Welfare: Life insurance and A.D.& D. benefits of \$4,000 (\$2,000).

Weekly indemnity benefits of \$65 (\$50) per week, payable from the first day of accident and seventh day of illness for a maximum of 13 weeks.

#### PRIMARY METALS

Burlington Steel Company (Division of Slater Steel Industries Limited) at Hamilton - Local 4752, United Steelworkers of America (AFL-CIO, CLC): A 36 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1975, covering 570 employees, settled at the bargaining stage.

Wages:	Effective	Jan. 1/73	Jan. 1/74	Jan. 1/75
	General Increases	45¢	20¢	15¢
	Increment	9.7¢ (9.2¢)	10.2¢	10.7¢
	Labourer (Job Class 2)	\$3.757 (\$3.302)	\$3.962	\$4.117
	Skilled Tradesman (Job Class 23)	\$5.794 (\$5.234)	\$6.104	\$6.364

Cost-of-Living Allowance: Maximum COLA of 4¢ in 1974 and 4¢ in 1975.

Shift Premiums: Effective Jan. 1, 1974, 0 - 15¢ - 20¢ (0 - 12¢ - 16¢).

Sunday Premium : Effective Jan. 1, 1974, 75¢ (50¢) per hour.



Work on a Paid Holiday:	Time and one-half for first 8 hours, double time thereafter (time and one-half for all hours worked).
Paid Vacation:	Effective Jan. 1, 1974, 6 weeks (new) after 30 years.
Vacation Bonus:	Effective June 1, 1973, 25% of vacation pay as a bonus if vacation taken between November and April, 20% bonus if taken between May and October (formerly 20% bonus throughout the year).
Health and Welfare:	Hospital-Medical - effective Apr. 1, 1973, employer pays 100% of cost of OHIP premiums (employee paid 100% of hospital premiums and employer paid 100% of OHSIP premiums).  Major Medical Plan - effective June 1, 1973, \$25 deductible (\$25 per person, \$50 per family).  Weekly Indemnity - effective in 1973, \$90 (\$77); in 1974, \$95; in 1975, \$110.  Dental Plan - effective June 1, 1973, the Company's plan provides payment of 80% over the \$25 deductible for certain eligible procedures and benefits, expenses based on the O.D.A. Schedule.  Long Term Disability - effective Feb. 1, 1973, \$350 per month (\$73.50 per week).
Pension Plan:	Effective Jan. 1, 1973, \$7.00 (\$5.75) per month per year of service. Early retirement at age 60 and completion of 30 years of service, no actuarial reduction (age 60 and 10 years' service or at age 55 if age plus service totals 85, payment on a pro-rated basis).  Supplemental Pension - \$6.50 (\$4.50) per month per year of service.  Disability Pension - \$350 per month less Canada or Quebec pension (minimum of \$100).  Joint and Survivorship pension - 95% (sum of 90% and the product of 0.5%) of base pension.  Survivor Spouse pension - if an employee dies after attainment of age 40 and with 10 or more years of service, surviving spouse pension will be 50% of the normal pension.  Retired employees - pension increased \$20 per month.
Technological Change Plan:	Duration of maintenance of earnings - 2 pay periods for each year of service, not to exceed 52 pay periods (1 pay period per year of service not to exceed 26 pay periods).
Bereavement Leave:	Grandparents, brothers-in-law and sisters-in-law included for up to 3 days' paid leave.



## METAL FABRICATING

General Spring Products Limited at Kitchener - International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC): A 36 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1975, covering 1,000 employees, settled at the bargaining stage.

Wages:	Effective	Jan. 1/73	Jan. 1/74	Jan. 1/75
General Increases:				
Non-Incentive Workers		16¢	17¢	17¢
Incentive Workers		7¢	8¢	8¢
Skilled Trades		19¢	20¢	20¢
COLA Fold-In		10¢	10¢	5¢
Labourer		\$3.88 (\$3.62)	\$4.15	\$4.37
Electrician		\$5.17 (\$4.88)	\$5.47	\$5.72
Cost-of-Living Allowance:	Maximum of 5¢ in 1973, 6¢ in 1974, and 7¢ in 1975.			
Paid Holidays:	Effective in 1975, an additional floating holiday for a total of 13.			
Health and Welfare:	Life insurance coverage - effective Jan. 1, 1975, \$10,000 (\$7,000).			
Pension Plan:	Effective in 1973, regular and supplementary pension benefits increase to \$5.50 (\$5.00) per month for each year of service; in 1974, \$6.00 and in 1975, \$6.50.			
Supplementary Unemployment Benefit Plan:	Employee receives 75% (62%) of benefit level. Employer contributes 5¢ (no change) per hour to SUB fund.			
Tool Allowance:	Effective in 1974, \$100 per year for skilled trades (new).			



Decor Metal Products at Midland - Auto Workers, Local 1411 (CLC): A 24 month renewal agreement effective from Nov. 15, 1972 to Nov. 15, 1974, covering 313 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Nov. 15, 1972.)

Wages:	Effective	Nov. 15/72	Nov. 12/73
	Increases	30¢ for job groups 1A and 2; 25¢ for all other job groups	30¢ for job groups 1A and 2; 25¢ for all others
	Additional Adjustments	15¢ for Group Leaders who were reclassified	
	Job Class 1A (Inspector-Packer)	\$2.60 (\$2.30)	\$2.90
	Job Class 12 (Diemaker)	\$4.90 (\$4.65)	\$5.15
Shift Premiums:	5% of straight hourly rate for afternoon shift work and 7% of straight hourly rate for night shift work (previously 10¢ for afternoon shifts and 15¢ for night shifts).		
Call-in Pay:	Minimum of 4 hours' pay at time and one-half (straight time) for work performed up to 4 hours after regular shift and double time (new) for all hours worked in excess of 4 hours.		
Overtime Pay:	Stationary Engineer Watchman receives double time for all hours worked on a day off when 1 day separates 2 seven-day periods of work in his regular schedule, and time and one-half for the first 4½ hours worked with double time thereafter for hours worked when 2 days off separate 2 seven-day periods (previously straight time for five days, time and one-half for first 4½ hours and double time thereafter on sixth consecutive day and double time on seventh consecutive day).  Double time for all hours worked by Stationary Engineer Watchman on December 25th, 26th and January 1st (previously paid straight time if part of his normal scheduled shift).		
Paid Holidays:	Full (half) days before Christmas and New Year's Day are added for a total of 11 (10).		
Paid Vacations:	3 weeks after 8 (10) years and 4 weeks after 15 (18) years.		
Jury Duty Leave:	No maximum (previously 60 days) set on length of leave for paid jury leave.		
Welfare:	Effective Feb. 1, 1973, weekly indemnity benefits range from \$60 to \$75 (previously \$50 to \$65) per week depending on salary, payable from the first day of accident and fourth day of illness, for a maximum of 13 weeks. U.I.C. benefits carve in on the fifteenth day of accident or illness.		



## MACHINERY

Black Clawson-Kennedy Ltd. at Owen Sound - Steelworkers, Local 2469 (AFL-CIO, CLC):  
 A 24 month renewal agreement effective from Feb. 6, 1973 to Feb. 5, 1975, covering 212 employees, settled at the mediation stage. (Previous agreement expired Feb. 5, 1973.)

Wages:	Effective	Feb. 6/73	Aug. 6/73	Feb. 6/74	Aug. 6/74
General Increases		24¢	6¢	10¢	15¢
Job Class Increments		6¢	6¢	6½¢	7¢ -
Group No.2 (includes General Labourer)	\$3.30 (\$3.06)		\$3.36	\$3.46½	\$3.62
Group No.14 (includes Journeyman Machinist)	\$4.02 (\$3.78)		\$4.08	\$4.24½	\$4.46

Shift Premiums: 0 - 15¢ - 21¢ (0 - 12¢ - 18¢).

Paid Vacations: 4 weeks at 8½% (8%) after 20 years. Effective Feb. 6, 1974, 4 weeks plus 1 day (new) at 9% (8%) after 25 years.

Bereavement Leave: Daughter-in-law, son-in-law and grandchild included in up to 3 days' paid leave.

Welfare: Life insurance and Accidental Death and Dismemberment benefits increased to \$5,000 (\$4,000). Effective Feb. 6, 1974, benefits increase to \$6,000.

Weekly indemnity benefit plan provides benefits of 60% of basic weekly earnings up to a maximum of \$96 (\$90), payable from the first day of accident and eighth day of illness for a maximum of 26 weeks. Effective Jan. 1, 1974, benefits increase to 66-2/3% of basic weekly earnings up to the U.I.C. maximums.

Employer pays 100% of the premiums for OHIP (previously 75% for OHSIP and OHSC).

Effective Aug. 6, 1973, employer pays 100% of the premiums for a new extended health care plan with deductibles of \$10 for single employees and a maximum deduction of \$20 for employees with dependents.



Canada Machinery Corporation Limited at Cambridge - Steelworkers, Locals 2905 and 5599 (AFL-CIO, CLC): A 24 month renewal agreement effective from Nov. 1, 1972 to Oct. 31, 1974, covering 230 employees, settled at the conciliation officer stage. (Previous agreement expired Oct. 31, 1972.)

Wages:	Effective	Nov. 1/72	Nov. 1/73
	General Increases	20¢	28¢
	Additional Adjustment	Elimination of 5¢ range in each classification	
	Labourer	\$3.25 (\$3.00 - \$3.05)	\$3.53
	Machinist I	\$4.72 (\$4.47 - \$4.52)	\$5.00
Shift Premiums:	0 - 24¢ - 29¢ (0 - 22¢ - 27¢). Effective Nov. 1, 1973, 0 - 26¢ - 31¢.		
Paid Vacations:	Effective July 1, 1974, 3 weeks after 5 (6) years.		
Pension Plan:	Effective Jan. 1, 1974, minimum benefits increased to \$5.25 (\$5.00) per month per year of service.		
Safety Shoes:	Effective Jan. 1, 1973, employer pays \$12.50 (\$7.50) per year towards the cost of safety shoes.		

Canadian Timken Limited at St. Thomas - Steelworkers, Local 4906 (AFL-CIO, CLC): A 36 month renewal agreement effective from Jan. 19, 1973 to Jan. 19, 1976, covering 375 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Dec. 12, 1972.)

Wages:	Effective	Jan. 21/73	Jan. 20/74	Jan. 19/75
	General Increases	23¢	21¢	24¢
	Receiver	\$3.025 - \$3.210 (\$2.795 - \$2,980)	\$3.235 - \$3.420	\$3.475 - \$3.660
	Qualified Electrician	\$4.030 - \$4.230 (\$3.800 - \$4.000)	\$4.240 - \$4.440	\$4.480 - \$4.680

Probationary period is 45 worked days. Maximum rate for Receiver reached after two 3 month increments. Maximum rate for Electrician reached after two annual increments.

Shift Premiums: Effective Jan. 20, 1974, 0 - 11¢ - 13¢ (0 - 10¢ - 12¢).



Sunday Premium: \$1.00 (50¢) per hour.

Paid Holidays: One day, either before or following New Year's Day, is added for a total of 10 (9).

Paid Vacations: 3 weeks after 8 (10) years.

Welfare: Improvements in benefits granted by the employer in the Group Insurance plans and separate from the negotiated agreement are as follows:

Effective Feb. 1, 1973, life insurance benefits increase to \$6,000 (\$5,000).

Effective Feb. 1, 1973, weekly indemnity benefits range from \$55 to \$75 (previously \$45 to \$65) per week, payable from the first day of accident and eighth day of illness for a maximum of 26 weeks.

Effective Feb. 1, 1973, deductibles on major medical plan reduced to \$10 (\$50) for single employees and \$20 (\$100) for employees with dependents.

Effective Mar. 1, 1973, employer pays 50% of the premiums for employees with 15 years' service for a new long-term disability plan which provides benefits of \$150 per month to age 65 or until early retirement. Plan is voluntary.

Dorr-Oliver-Long Limited at Orillia - Steelworkers, Local 4697 (AFL-CIO, CLC): A 24 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 320 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1972.)

Wages:	Effective	Jan. 1/73	Sept. 1/73	July 1/74
	Increases	20¢	13¢ for Groups I to VI; 16¢ for Groups VII to XII	13¢ for Groups I to VI; 16¢ for Groups VII to XII
	Group I (includes Labourer)	\$2.70 - \$2.82 (\$2.50 - \$2.62)	\$2.83 - \$2.95	\$2.96 - \$3.08
	Group XII (includes Electrician 1)	\$3.64 - \$3.80 (\$3.44 - \$3.60)	\$3.70 - \$3.96	\$3.86 - \$4.12

Probationary period is 45 working days. Maximum rate for Job Group I reached after 6 months and for Job Group XII after 4 five-month increments.



Shift Premiums: 0 - 14¢ - 14¢ (0 - 13¢ - 13¢). Effective Jan. 1, 1974,  
0 - 15¢ - 15¢.

Paid Holidays: Boxing Day is added for a total of 10 (9).

Paid Vacations: Effective June 30, 1974, 4 weeks after 18 (20) years.

Welfare: Weekly indemnity benefits of \$65 (\$60) per week, payable from the first day of accident and fourth day of illness for a maximum of 26 weeks. Effective Jan. 1, 1974, benefits increase to \$70.

Safety Shoes: Employer pays \$7 (\$6) per year towards the cost of safety shoes.

#### TRANSPORTATION EQUIPMENT

Essex International of Canada Limited at St. Thomas - Machinists, Local 2245 (AFL-CIO, CLC): A 36 month renewal agreement effective from Feb. 6, 1973 to Feb. 5, 1976, covering 323 employees, settled at the conciliation officer stage. (Previous agreement expired Feb. 5, 1973).

Wages:	Effective	Feb. 6/73	Feb. 6/74	Feb. 6/75
	General Increases	16¢	13¢	12¢
	Additional Adjustments	10¢ for Lead Hands and Class "A" Tradesmen; 5¢ for "A" Tradesmen; 5¢ for Class "B" Tradesmen; 5¢ for "B" Tradesmen; 17¢ for Solder Pot Operators who were reclassified	10¢ for Lead Hands and Class "A" Tradesmen; 5¢ for "A" Tradesmen; 5¢ for Class "B" Tradesmen; 5¢ for "B" Tradesmen	10¢ for Class "A" Tradesmen; 5¢ for Class "B" Tradesmen
	Assembler	\$2.09 (\$1.93)	\$2.22	\$2.34
	General Labour	\$2.88 (\$2.72)	\$3.01	\$3.13
	Electrician "A"	\$4.03 (\$3.77)	4.26	4.48

Paid Vacations: 3 weeks (new) after 8 years.

Bereavement Leave: Grandparents included in up to 3 days' paid leave.



## MISCELLANEOUS MANUFACTURING

Kodak Canada Limited at Toronto and Brampton - Local 159, International Chemical Workers' Union (AFL-CIO, CLC): A 24 month renewal agreement effective from Nov. 7, 1972 to Nov. 6, 1974, covering 1,100 employees, settled at the mediation stage.

Wages:	Effective	Jan. 21/73	Nov. 4/73
	Increases	40¢ - 47¢	30¢ - 38¢
	Building Serviceman	\$3.88 (\$3.48)	\$4.18
	Electrical Mechanical Technician	\$6.39 (\$5.92)	\$6.77

**Retroactivity:** 85% of wage increase as retroactive payment for employees on payroll Nov. 6, 1972 to Jan. 21, 1973.

**Overtime Pay:** Time and one-half on Saturday (new).

**Health and Welfare:** Effective Jan. 1, 1973, deductibles for new major medical plan are \$15 for single and \$30 for married employees (former deductibles ranged \$25-\$50 single and \$50-\$100 married, depending on earnings).

Long Term Disability - New Company-paid plan applies to all employees with one year or more of service. After expiration of accumulated sick leave, the plan provides for from 40% to 70% of earnings, depending on benefits provided through the Canada Pension Plan, to age 65. At age 65, the employee goes on retirement pension and is given credit for assumed earnings to age 60.

**Bereavement Leave:** 1 day's paid leave to attend the funeral of the spouse's aunt, uncle, grandparents, grandchild, brother-in-law, or sister-in-law.

**Other Paid Leave:** Employee will be paid the difference between witness pay and his regular pay when called as a witness for the Crown.

## ELECTRIC POWER, GAS AND WATER UTILITIES

London City Public Utilities Commission - Canadian Union of Public Employees, Local 4 (CLC): A 36 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1975, covering 345 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1972.)

Wages:	Effective	Jan. 1/73	Jan. 7/74	Dec. 23/74
	General Increases	7%	7%	6½%
	Additional Adjustments	Starting rates remain the same for Job Level 106 and below		



	Jan. 1/73	Jan. 7/74	Dec. 23/74
Job Level 203 (includes Grade II Clerk)	\$2.96 - \$3.57 (\$2.96 - \$3.34)	\$3.17 - \$3.82	\$3.38 - \$4.07
Job Level 103 (includes General Labour)	\$3.54 - \$4.09 (\$3.54 - \$3.82)	\$3.79 - \$4.38	\$4.04 - \$4.66
Job Level 107 (includes Electrician)	\$4.24 - \$5.35 (\$3.96 - \$5.00)	\$4.54 - \$5.72	\$4.84 - \$6.09
Job Level 108 (includes Lineman "A")	\$4.49 - \$5.60 (\$4.20 - \$5.23)	\$4.80 - \$5.99	\$5.11 - \$6.38

Probationary period is 6 months. Maximum rate for Job Level 203 reached after 6-month, 12-month and 18-month increments; maximum rate for Job Level 103 reached after 3-month and 6-month increments; maximum rate for Levels 107 and 108 reached after 6-month, 18-month, 30-month and 42-month increments.

**Shift Premiums:** 0 - 17¢ - 17¢ (0 - 15¢ - 15¢). Effective Jan. 7, 1974, 0 - 20¢ - 20¢. Effective Dec. 23, 1974, 0 - 23¢ - 23¢.

**Standby Pay:** \$32 (\$28) per week. Effective Jan. 7, 1974, \$36 per week. Effective Dec. 23, 1974, \$40 per week.

**Overtime Pay:** Effective Dec. 23, 1974, double time for all overtime hours (at present, time and one-half for hours worked between 5:00 p.m. to 9:00 p.m. after a regular work day and double time for all other overtime hours).

**Paid Vacations:** Effective in 1974, 4 weeks after 14 (15) years and 5 weeks after 24 (25) years.

**Pension Plan:** Effective Jan. 7, 1974, cost for future service for supplementary pension plan reduced to  $\frac{1}{2}\%$  (at present 1%) of gross pay for employees, with employer paying the  $\frac{1}{2}\%$  in addition to the present 1%.

**Safety Shoes:** Effective Jan. 1, 1974, \$20 (\$15) per year for specified classifications and \$30 (\$20) per year for Linemen and Tree Trimmers.



## RETAIL TRADE

The Great Atlantic and Pacific Tea Company, Limited at Toronto - Retail, Wholesale Employees, Local 414 (AFL-CIO, CLC) (warehouse employees): A 24 month renewal agreement effective from Oct. 18, 1972 to Oct. 12, 1974, covering 208 employees, settled with mediation assistance after a work stoppage. (Previous agreement expired Oct. 17, 1972.)

Wages: Retroactive pay of applicable increase based on straight time hours worked for the period from Oct. 17, 1972 to Jan. 19, 1973.

	Effective	Jan. 19/73	Aug. 12/73	Apr. 14/74
Increases		25¢ - 40¢	20¢ - 30¢	20¢ - 25¢
Light Duty Warehouse		\$3.50 - \$3.67 (\$3.25 - \$3.42)	\$3.70 - \$3.87	\$3.90 - \$4.07
Heavy Duty Warehouse		\$4.37 - \$4.55 (\$3.97 - \$4.15)	\$4.67 - \$4.85	\$4.92 - \$5.10
Mechanic - 1st Class		\$5.05 (\$4.65)	\$5.35	\$5.60

Probationary period is 30 days worked. Maximum rate for Light Duty Warehouse reached after three-month increments of 5¢, 7¢ and 5¢, and for Heavy Duty Warehouse after three-month increments of 5¢, 6¢ and 7¢.

Shift Premiums: Effective Jan. 19, 1973, 25¢ (15¢) per hour for hours worked between 6 p.m. and 7:30 a.m.

Freezer Premium: Effective Jan. 19, 1973, 30¢ (20¢) per hour for all hours worked in Freezer plant.

Meal Allowance: \$1.00 (new) after 2 hours' overtime after a regular shift.

Rate on  
Temporary  
Transfer: Employee receives rate of assignment or his own rate, whichever is greater after 2 hours (previously after one day).

Paid Vacations: Effective Jan. 1, 1973, 4 weeks after 12 (15)\* years. Effective Jan. 1, 1974, 5 weeks (new) after 25 years.

Jury Duty  
Leave: Employees are not required to report for work after jury duty which has been cancelled if less than 4 (2) hours of regular shift remains.

Safety Shoes: Effective Jan. 1, 1973, employer pays \$15 (\$5) per year towards the cost of safety shoes.

Union Security: Students are required to pay the equivalent of union dues (new).



Toronto Fuel Oil Dealers at Toronto - Teamsters, Local 352 (Ind.): A 21 month renewal agreement effective from Jan. 7, 1973 to Sept. 30, 1974, covering 275 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Sept. 30, 1972).

Wages:	Effective	Oct. 1/72	Oct. 1/73
	General Increases	45¢	40¢
	Additional Adjustments	10¢ for Head Mechanic and Mechanic	5¢ for Head Mechanic and Mechanic
	Driver	\$4.60 (\$4.15)	\$5.00
	Mechanic	\$5.35 (\$4.80)	\$5.80

Probationary period is 60 days. Probationary rate is 25¢ per hour less than rates shown (new).

Gallonage Rates:		<u>Rate per 100 Gallons delivered</u>	
	<u>Gallonage Loaded</u>		
	<u>Truck Capacity</u>	<u>Oct. 1/72</u>	<u>Oct. 1/73</u>
	1500 gals. or less	79.8¢ (73.4¢)	85¢
	1501 gals. or more on 2 axle vehicle	74¢ (68.2¢)	79¢
	Three or more axle vehicle	71¢ (65.3¢)	75.7¢

Incentive earnings for drivers provided after 4,700 (4,860) gallons per day with total deliveries of over 8,000 gallons per day to continue to be paid at 1½ times the gallonage rate.

Drops of 1,000 gallons or more each are paid at a gallonage rate of 10% less than the 1,501 gallon rate (new).

Paid Vacations: 3 weeks after 6 (7) years, 4 weeks after 16 (18) years and 5 weeks after 25 (30) years.

Welfare: Weekly indemnity benefits increase to \$100 (\$80) per week, payable on the first day of accident or fourth day of illness for a maximum of 26 weeks.

Pension Plan: Effective Jan. 1, 1973, employer and employee each contribute \$4.80 (\$1.80) per week towards the pension plan. Effective Oct. 1, 1973, contributions increase to \$7.80 per week.

Clothing Allowance: Employer provides and cleans coveralls and uniforms (previously cleaned coveralls only).



## EDUCATION AND RELATED SERVICES

McMaster University at Hamilton - Service Employees, Local 532 (AFL-CIO, CLC):

Two 20½ month renewal agreements effective from Jan. 12, 1973 to Sept. 30, 1974, covering 299 maintenance employees and 13 machinist staff, settled at the conciliation officer stage. (Previous agreements expired Sept. 30, 1972.)

Wages:	Effective	Jan. 12/73	Oct. 1/73
	Increases	15¢ - 35¢	10¢ - 33¢
	Group 1C (Custodian 1)	\$2.57 (\$2.35)	\$2.80
	Group 1B (Custodian 3)	\$3.40 (\$3.15)	\$3.65
	Machinist A	\$4.85 (\$4.50)	\$5.18

Probationary period is 45 days worked. Starting rates are 20¢ per hour less than rate shown above for A Groups, 14¢ less for B Groups and 10¢ less for C Groups, with rates increased by half t differential after 6 months and the balance after 12 months.

Shift Premiums: 10¢ (5¢) per hour for employees scheduled to work afternoon or night shifts.

Paid Vacations: In the fifth (sixth) year of service, one additional day granted for each 2 completed months up to a maximum of 5 days, which may be added to regular 2 weeks' vacation.

3 weeks after 5 (6) years and 4 weeks after 14 (15) years.

Jury Duty Leave: Employer makes up the difference between pay for Crown witness (and as previously, pay for juror) and regular pay.

Bereavement Leave: One day's paid leave (new) includes brother-in-law or sister-in-law.

## HEALTH AND WELFARE SERVICES

Metropolitan General Hospital, Salvation Army Grace Hospital, I.O.D.E. Unit of Windsor Western Hospital Center, and Riverview Unit of Windsor Hospital Centre at Windsor - Local 210, Service Employees International Union (AFL-CIO, CLC): A 24 month renewal agreement effective from June 1, 1972 to May 31, 1974, covering 935 employees, settled at the arbitration stage.

Wages:	Effective	June 1/72	Jan. 1/73	June 1/73	Dec. 1/73
	Monthly Increases	\$12 - \$18	\$11 - \$17	\$11 - \$18	\$11 - \$18
	Ward Aide	\$337 (\$319)	\$354	\$372	\$389
	Orderly (Top)	\$566 (\$553)	\$578	\$591	\$603



Shift Premiums: 0 - \$1.00 - \$1.00 (0 - 50¢ - \$1.00) per shift.

Paid Vacation: Effective Jan. 1, 1973, for all employees except RNA's, 3 weeks after 5 (6) years' service, 4 weeks after 13 (15) years.

Effective Jan. 1, 1973, RNA's at Grace and Riverview, 3 weeks after 3 years (previously 3 weeks after 4 years at Riverview), 4 weeks after 13 (15) years; effective Jan. 1, 1974, 3 weeks after 1 year.

Health and Welfare: Employer pays 90% (75%) of OHIP premiums; effective June 1, 1973, 100%.

Employer pays 66-2/3% (50%) of Blue Cross Extended Health Care Plan.

At Grace, Metropolitan and I.O.D.E., employer pays 75% of HOOLIP premiums (previously 66-2/3% at Grace and I.O.D.E., 50% at Metropolitan); effective June 1, 1973, 100%.

Pregnancy Leave: Amended to comply with the provisions of the Employment Standards Act plus a discretionary leave of absence of up to 6 additional weeks provided that an employee will not be guaranteed her former job at the expiration of the extended leave of absence but she will be given preference and priority to such former job as in the case of layoff (formerly leave of absence or termination at the discretion of the Hospital).

The Queensway General Hospital Association at Toronto - Nurses' Association, Queensway General Hospital (Ind.): Two 12 month renewal agreements effective from Jan. 1, 1973 to Dec. 31, 1973, covering 120 full-time employees and 90 part-time employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1972.)

Wages:	Effective	Jan. 1/73
	Increases	Increases of \$1.45 - \$1.86 per tour for part-time employees; \$33 - \$37 per month for full-time employees
	Additional Adjustments	New rates established for part-time employees with 750 or more tours worked; annual increments for full-time employees increased to \$20, \$22, \$24, \$26 and \$28 (previously \$20, \$21, \$22, \$23 and \$24)

Full-time employees:

Registered Nurse	\$645 - \$765 (\$610 - \$720)
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Assistant Head Nurse	\$684 - \$804 (\$647 - \$757)
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Part-time employees:

Registered Nurse - with less than 150 tours worked	\$30.70 (\$29.15)
Registered Nurse - with 150 and not more than 749 tours worked	\$31.91 (\$30.05)
Registered Nurse - with 750 or more tours worked	\$32.22 (new)

Probationary period is 3 months for full-time employees and 30 working days for part-time employees. Maximum rates reached after 5 years for full-time employees and after 750 tours for part-time employees.

**Reporting Pay:** Guarantee of 2 hours' pay for part-time employees if services cancelled without 24 hours' notice when scheduled to work on a statutory holiday weekend (new).

**Overtime Pay:** Time and one-half paid for in increments of 15 minutes (previously by the hour) for part-time employees for time worked prior to or immediately following a tour of duty.

Time and one-half for work performed by full-time employees on third (fourth) consecutive weekend in a row.

**Shift Premium:** \$1.10 (\$1.00) for evening or night tours.

**Shift Scheduling:** Part-time employees must elect in writing, 2 holiday weekends (previously 2 statutory holidays) in which employee will be available for work.

**Welfare:** Employer pays 80% (75%) of the premiums for HOGLIP and OHIP for full-time employees.

Religious Hospitallers of Hotel Dieu of St. Joseph at Windsor - Service Employees, Local 210 (AFL-CIO, CLC): A 24 month renewal agreement effective from June 1, 1973 to May 31, 1974, covering 352 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired May 31, 1972).

Wages:	Effective	June 1/72	Jan.1/73
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Increases	Rates are equalized with the 4 Windsor hospitals reported on page 20.
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Cleaning Maid	\$321.80-\$352.06-\$392.00 (\$303.80-\$334.06-\$365.17)	\$338.80-\$369.06-\$409.00
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Porter	\$436.57-\$482.73-\$518.36 (\$424.57-\$470.73-\$506.36)	\$452.57-\$498.73-\$534.36
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June 1/72

Jan. 1/73

Registered	\$416.16-\$456.22-\$505.00	\$433.16-\$473.22-\$522.00
Nursing Assistant	(\$398.16-\$438.22-\$470.33)	

Orderly	\$484.60-\$528.01-\$567.23	\$501.60-\$545.01-\$584.23
	(\$471.60-\$515.01-\$554.23)	

Carpenter General	\$517.92-\$545.99-\$632.00	\$533.92-\$561.99-\$648.00
	(\$472.82-\$499.06-\$570.94)	

Effective	<u>June 1/73</u>	<u>Dec. 1/73</u>
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Increases	Rates are equalized with the 4 Windsor hospitals reported on page 20.
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Cleaning Maid	\$356.80-\$387.06-\$427.00	\$373.80-\$404.06-\$444.00
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Porter	\$463.57-\$509.73-\$545.36	\$469.57-\$515.73-\$551.36
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Registered Nursing Assistant	\$451.16-\$491.22-\$540.00	\$468.16-\$508.22-\$557.00
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Orderly	\$514.60-\$558.01-\$597.23	\$521.60-\$565.01-\$604.23
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Carpenter General	\$544.92-\$572.99-\$659.00	\$550.92-\$578.99-\$665.00
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Probationary period is 60 working days. Maximum rate reached after 2 six-month increments.

Shift Premiums: Effective Jan. 12, 1973, 0 - \$1.00 - \$1.15 (0 - 75¢ - \$1.00).

Overtime Pay: Effective Jan. 12, 1973, employees required to work on scheduled day off receive pay at time and one-half (previously received pay at time and one-half if employee had worked 80 hours per two-week period).

Work on a Paid Holiday: Employee scheduled to work on a paid holiday and who works, may choose to receive time and one-half in addition to regular pay (same) or time and one-half and an alternative day off at regular pay (previously an alternative day off at regular rate).

Paid Vacations: Effective Jan. 12, 1973, 3 weeks after 5 (6) years, 4 weeks after 14 (15) years and 5 weeks after 24 (25) years.

Sick Leave: Effective Jan. 12, 1973, sick leave credits accumulate at a rate of 1½ days per month for employees with 2 (3) years' service up to a maximum of 130 (120) days. Effective June 1, 1973, maximum is 135 days.

Welfare: Effective June 1, 1973, employer pays 100% (75%) of the premiums for life insurance.

Effective Feb. 1, 1973, employer pays 100% (75%) of the premiums for OHIP.



## FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)  
(communications group): A 27 month renewal agreement effective from Oct. 2, 1972  
 to Dec. 29, 1974, covering 810 employees, settled at the bargaining stage.

Wages:	Effective	Jan. 29/73	Dec. 3/73
	General Increases	7%	6%
<u>Annual Rates:</u>			
CM-1	\$5,537 - \$6,296 (\$5,175 - \$5,884)	\$5,869 - \$6,674	
CM-7	\$9,932 - \$10,915 (\$9,282 - \$10,201)	\$10,528 - \$11,570	
Retroactivity:	\$50 per month for the period October to December 1972 and \$45 for the period Jan. 1, 1973 to Jan. 28, 1973.		
Shift Premiums:	Effective Jan. 31, 1973, 0 - \$1.15 - \$1.65 (0 - \$1.00 - \$1.50) per shift.		
Vacation Pay:	Effective Apr. 1, 1973, employer will issue advance pay cheques for vacation periods of two or more weeks (new). The employee must submit a written request 6 weeks prior to the last pay day before the vacation period commences.		
Maternity Leave:	Same as negotiated for the other Government of Canada contracts following.		
Meal Allowance:	\$2.00 (no change) after 3 hours of overtime; \$1.50 after an additional continuous period of 4 hours' overtime (new).		

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)  
(general technical group): A 24 month renewal agreement effective from July 3, 1972 to June 30, 1974, covering 675 employees, settled at the bargaining stage.

Wages:	Effective	July 3/72	July 2/73
	General Increases	7.75%	6%
<u>Annual Rates:</u>			
GT-1	\$7,168 - \$8,008 (\$6,653 - \$7,432)	\$7,598 - \$8,488	
GT-7	\$18,353 - \$20,506 (\$17,033 - \$19,031)	\$19,454 - \$21,736	
Overtime:	Time and one-half for first 7½ (8) hours' overtime, double time thereafter.		



Work on Paid Holiday:	Time and one-half for first 7½ hours worked, double time thereafter (time and one-half for all hours worked).
Standby Pay:	\$2.00 for each 7½ (8) hour period or portion of standby. \$6.00 for period of standby on a holiday or day of rest (new).
Maternity Leave:	The employee must notify the employer 15 weeks (3 months) prior to the expected date of termination. The employee is granted leave 11 weeks (2 months) in advance and is not required to return until 26 weeks (6 months) after termination.
Travel Pay:	Time and one-half for hours of combined travel and work in excess of 7½ (8) hours. Time and one-half for hours of travel on a day of rest or paid holiday. Maximum payment in either case 7½ (8) hours at straight-time rate.
Meal Allowance:	\$2.00 (\$1.75) after or before 3 hours of overtime when not notified prior to end of last scheduled work period.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)  
(technical inspection group): A 24 month renewal agreement effective from July 3, 1972 to June 30, 1974, covering 1,080 employees, settled at the bargaining stage.

Wages:	Effective	July 3/72	July 2/73
	General Increases	7.75%	6%
<u>Annual Rates:</u>			
TI-1	\$7,660 - \$8,562 (\$7,109 - \$7,946)	\$8,120 - \$9,076	
TI-9	\$22,501 - \$25,140 (\$20,883 - \$23,332)	\$23,851 - \$26,648	

Other provision changes are the same as in the general technical group agreement, reported above.

#### PROVINCIAL ADMINISTRATION

Ontario Government - Civil Service Association of Ontario (Ind.) (operational service group): A 24 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 19,045 employees, settled at the bargaining stage.

Wages:	Effective	Jan. 1/73	Jan. 1/74
	Increases	22¢ - 45¢	18¢ - 34¢
	Manual Labourer	\$3.22 (\$2.94)	\$3.42
	Maintenance Electrician	\$4.72 (\$4.37)	\$4.97



Shift Premiums: 0 - 12¢ - 12¢ (0 - 9¢ - 9¢).

Work on a Paid Holiday: Time and one-half in addition to holiday pay (basic pay plus 1 day in lieu).

Tool Allowance: \$30.00 per year to Mechanics 1 and 2, Mechanic Foreman, Air Engineer and Senior Air Engineer if employee must provide own tool kit and has at least one year's service.

Ontario Government - Civil Service Association of Ontario (Ind.) (social service group): A 24 month renewal agreement effective from July 3, 1972 to June 30, 1974, covering 6,835 employees, settled at the arbitration stage.

Wages:	Effective	July 3/72	July 2/73
	General Increases	7%	6%
	<u>Weekly Rates:</u>		
	Welfare Field Worker 1 (SOC4)	\$152.48 - \$178.69 (\$142.50 - \$167.00)	\$161.63 - \$189.41
	Technical Consultant 2 (SOC8)	\$350.96 - \$443.52 (\$328.00 - \$414.50)	\$372.02 - \$470.13

Shift Premiums: 0 - 12¢ - 12¢ (new).

#### OMISSION:

To December 1972 issue, page 4.

Otaco Limited at Orillia - Steelworkers, Local 4657 (AFL-CIO, CLC):

Welfare: Effective Jan. 1, 1973, employer pays 100% (75%) of the premiums for life insurance and A.D. and D.



## ADDENDUM

This addendum consists of one settlement ratified in November 1972 and two settlements ratified in December 1972.

### TRANSPORTATION EQUIPMENT

#### Eaton Yale Ltd. - Suspension Division at Chatham - Auto Workers, Local 127 (CLC):

A 40 month renewal agreement effective from Dec. 4, 1972 to Apr. 12, 1976, covering 470 employees, settled at the bargaining stage and ratified in December 1972. (Previous agreement was to expire Apr. 4, 1973.)

Wages:	Effective	Dec. 4/72	Apr. 15/74	Apr. 14/75
	General Increases	40¢	15¢	15¢
	Cost-of-Living Fold-In	20¢ cost-of-living incorporated into rates		
	Additional Adjustments	10¢ - 15¢ for skilled classifications		
	Labourer	\$4.05 (\$3.45)	\$4.20	\$4.35
	Electrician	5¢ \$5.20 (\$4.55)	\$5.35	\$5.50

Shift Premiums: 0 - 15¢ - 17¢ (0 - 13¢ - 15¢).

Lead Hand Premium: 20¢ (10¢) per hour.

Cost-of-Living Allowance: Effective July 1, 1974, 1¢ per hour per 0.4 (previously 0.46) change in the Consumer Price Index, based on comparison of May 1974 Index with March 1974 Index to be adjusted quarterly with no minimum or maximum (allowance under previous cost-of-living guaranteed minimum of 3¢ and maximum of 8¢ per year).

Paid Holidays: One additional day between Christmas Day and New Year's Day is added for a total of 12 (11). Effective in 1975, another day between Christmas and New Year's makes a total of 13.

Paid Vacations: Vacation pay of 4% after one year's seniority (previously 3% after 1 year and 4% after 3 years), and 6% (5%) after 5 years.

Jury Duty Leave: Employer makes up the difference between pay for crown witness (and as previously, jury duty pay) and regular pay.

Bereavement Leave: Step-relatives included in 3 days' paid leave. Parents-in-law included in 3 (1) days' paid leave.



Welfare: Effective Feb. 2, 1973, life insurance benefits increase to \$6,000 (\$5,000). Effective Jan. 2, 1974, benefits increase to \$7,000. Effective Jan. 2, 1975, benefits increase to \$8,000.

Effective Jan. 2, 1973, weekly indemnity benefits increase to \$85 (\$65) per week, payable from the first day of accident and eighth day of illness for a maximum of 52 (39) weeks.

Employer pays 100% of the premiums for a new dental plan.

Pension Plan: Basic benefit increases to \$3.50 (\$2.50) per month per year of service. Effective Apr. 15, 1974, benefits increase to \$4.50. Effective Apr. 15, 1975, benefits increase to \$5.50.

Supplementary Unemployment Benefit Fund: Effective Apr. 15, 1974, employer contributes 6¢ (5¢) per hour into the S.U.B. Fund.

Fund pays benefits to employee during the 2 week waiting period before U.I.C. plan benefits commence (new).

## TRANSPORTATION

General Aviation Services Ltd. at Toronto-- Machinists, Local 2413 (AFL-CIO, CLC):  
A 24 month renewal agreement effective from Sept. 30, 1972 to Sept. 28, 1974, covering 236 employees, settled at the conciliation officer stage and ratified in November 1972. (Previous agreement expired Sept. 29, 1972).

Wages:	Effective	Sept. 30/72	Sept. 30/73
	Increases	14¢ - 37¢	17¢ - 31¢
	Additional Adjustments	Steps on wage progression scales changed; some jobs reclassified	
Passenger Agent		\$2.80 - \$4.53 (\$2.66 - \$3.56)	\$2.97 - \$4.80
Aircraft Mechanic		\$4.63 - \$5.33 (\$4.33 - \$4.96)	\$4.91 - \$5.64

Probationary period is 60 working days (previously 90 days). Maximum rate for Passenger Agent reached after 2 three-month increments and 6 (previously 5) six-month increments. Rate after 3 months for Passenger Agent is \$2.90 (\$2.73) on Sept. 30, 1972 and \$3.04 on Sept. 30, 1973. Maximum rate for Aircraft Mechanic reached after 2 six-month increments and 2 twelve-month increments (previously 2 three-month increments, one 6 month increment and one twelve-month increment).

Shift Premiums: 0 - 28¢ - 30¢ (0 - 20¢ - 26¢).



**Statutory Vacation:** Employees may take 10 consecutive working days in lieu of statutory holidays, pay to be computed at 9 (8) hours per day to be taken as a winter vacation between the end of October and end of March. Winter vacation bonus has been eliminated.

**Pay for Work on Statutory Holidays:** Employees receive regular pay plus an additional amount equal to one-half the regular rate and another day off in lieu, for work scheduled on New Year's Day, Christmas Day and Boxing Day, and regular pay and one day off in lieu for work scheduled on all other statutory holidays (previously a total of double time and a day off in lieu for work scheduled on any statutory holiday).

**Welfare:** Weekly indemnity benefits commence after 4 calendar days (previously after 4 working days).

**Pension Plan:** Employer contributes 10¢ (5¢) per hour into pension fund.

#### WHOLESALE TRADE

National Grocers Company Limited at various locations in Ontario - Teamsters, Locals 989, 880, 879, 419, and 91 (Ind.): A 30 month renewal agreement effective from Oct. 1, 1972 to Mar. 31, 1975, covering 300 employees, settled at the conciliation officer stage and ratified in December 1972. (Previous agreement expired Sept. 30, 1972.)

<b>Wages:</b>	<b>Effective</b>	<b>Oct. 1/72</b>	<b>Apr. 1/73</b>	<b>Oct. 1/73</b>	<b>Apr. 1/74</b>	<b>Oct. 1/74</b>
	General Increases	45¢	20¢	15¢	20¢	25¢
	Warehouseman	\$4.65 (\$4.20)	\$4.85	\$5.00	\$5.20	\$5.45
	Tractor Trailer Driver	\$4.80 (\$4.35)	\$5.00	\$5.15	\$5.35	\$5.60

**Rate of Pay for Students:** Summer student receives job rate for which he is hired less 50¢ per hour for first month of employment, job rate less 30¢ for second month, job rate less 20¢ for third month and job rate in the fourth month (previously warehouseman rate less 25¢ for first month, less 15¢ for second month, less 10¢ for third month and warehouseman rate in the fourth month) for the first summer, and receives rate of job for which he is hired in second and subsequent summers.

**Overtime Pay:** Employees receive applicable overtime rate plus shift premium (previously overtime pay only) if overtime hours worked fall during hours for which shift premium is payable.

**Shift Premiums:** 0 - 15¢ - 20¢ (0 - 10¢ - 15¢).



Paid Vacations: Effective Dec. 31, 1972, 4 weeks after 12 (15) years and 5 weeks (new) after 25 years. Effective Dec. 31, 1973, 4 weeks after 11 years and 5 weeks after 22 years. Effective Dec. 31, 1974, 4 weeks after 10 years and 5 weeks after 20 years.

Welfare: Life insurance and A.D.& D. benefits of \$7,500 (\$5,000) for employees with 6 months' service.

Weekly indemnity benefits of 75% of weekly pay up to a maximum of \$115 (\$90) per week, payable from the first day of accident and fourth day of illness for a maximum of 26 weeks.

Long term disability plan provides benefits of 65% (60%) of average hourly rate up to a maximum of \$550 per month including all sources (previously \$85 per week).

Retirement Allowance: Retirement allowance of \$200 per month for employees who reach age 65 with 25 years' service or more, and pro-rated for employees at age 65 with less than 25 years' service (new).

Clothing Allowance: Employer pays full cost (previously 50%) of uniforms for drivers.

Employer pays full cost for one pair of safety shoes up to a maximum of \$20 per year (new).

Employer provides insulated jump suits for employees who work in Frozen Locker room (new).

APR 5 1976



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CANADA DEPARTMENT OF LABOUR  
OTTAWA



ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
IN  
IN ONTARIO REACHED DURING FEBRUARY 1973



Prepared jointly by the Canada Department of Labour  
and the Ontario Ministry of Labour



## C O N T E N T S

This report consists of summaries of 22 collectively bargained settlements in Ontario's non-construction industries in February 1973. This report also includes an addendum of 2 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements for bargaining units of 200 to 500 employees.

### Notes on Rates:

Two rates are consistently sought in reporting settlements; they are the after probationary rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. However, in some bargaining units these classifications do not exist and, in such cases, an attempt is made to report increases for a low rate and a high rate. For example, in an office bargaining unit, rates that might be reported could be a clerk's rate and a senior data control analyst's rate. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled occupation and for a skilled occupation in the bargaining unit.

Provisions in brackets refer to the previous agreement.

March 26, 1973.



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Beardmore, A Division of Canada Packers Limited, Acton	Food Workers (AFL-CIO, CLC)	3
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Pepsi-Cola Canada Ltd., Hamilton, St. Catharines and Toronto	Brewery Workers (AFL-CIO, CLC)	2
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Philco Ford of Canada Limited, Toronto	Machinists (AFL-CIO, CLC)	22



## LOGGING

American Can of Canada Limited at Marathon - Carpenters, Local 2693 (Lumber and Sawmill Workers' Union) (AFL-CIO, CLC): A 24 month renewal agreement effective from Sept. 1, 1972 to Aug. 31, 1974, covering 315 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Aug. 31, 1972.)

Wages and terms of settlement are similar to those reported for the Abitibi Paper Co. Ltd., reported in the January 1973 issue on page 1, except for the following clause:

Travel Allowance: \$3.00 per day in lieu of board for camp for new employees who are not residents and who commute, as specified.

## FOOD AND BEVERAGE

Nestle (Canada) Ltd. at Chesterville - Retail, Wholesale Employees, Local 440 (AFL-CIO, CLC): A 23½ month renewal agreement effective from Feb. 15, 1973 to Jan. 31, 1975, covering 220 employees, settled at the conciliation officer stage. (Previous agreement expired Jan. 31, 1973.)

Wages: Retroactive pay of 30¢ per hour worked for all employees during the period from Feb. 1, to Feb. 14, 1973 inclusive and an additional 10¢ per hour for Lead Hands.

Effective	Feb. 15/73	Feb. 1/74
General Increases	30¢	28¢
Additional Adjustments	5¢ - 10¢ due to reclassifications of 3 jobs	
Group 4 (General Labour)	\$3.26 (\$2.96)	\$3.54
Group 5 (includes Electrician)	\$3.52 (\$3.22)	\$3.70

Shift Premiums: 0 - 24¢ - 24¢ (0 - 21¢ - 21¢).

Lead Hand Premium: Minimum of Group 1 rate plus 25¢ per hour (previously classified rate plus 10¢).

Paid Holidays: One additional day is added for a total of 10 (9), to be announced at the first of each year.

Paid Vacations: 3 weeks after 7 (8) years.

Bereavement Leave: Sister and brother included in 3 (1) days' paid leave. Mother-in-law and father-in-law included in 1 day's paid leave.

Welfare: Effective Mar. 1, 1973, life insurance benefits increase to \$3,500 (\$2,500). Effective Feb. 1, 1974, benefits increase to \$4,000.

Effective Mar. 1, 1973, weekly indemnity benefits of \$75 (\$65) per week, payable from the first day of accident and fourth day of illness for a maximum of 26 weeks, and \$50 per week (new) for an additional 26 weeks.

Pepsi-Cola Canada Ltd. at Hamilton, St. Catharines and Toronto - Brewery Workers, Local 304 (AFL-CIO, CLC): Three 24 month renewal agreements effective from Sept. 1, 1972 to Aug. 31, 1974, covering 300 employees, settled at the post-conciliation bargaining stage. (Previous agreements expired Aug. 31, 1972.)

Wages:	Effective	Sept. 1/72	Sept. 1/73
	Increases	9% for most "inside" employees; \$3 per day for driver-salesmen	8% for most "inside" employees; \$3 per day for driver-salesmen
	General Soft Drink Worker	\$3.65 - \$3.80 - \$3.95 (\$3.32 - \$3.47 - \$3.62)	\$3.87 - \$4.12 - \$4.27
	Driver-Salesman	\$21 (previously \$18) per day plus commission	\$24 per day plus commission
	Garage Mechanic (holding Ontario licence)	\$4.37 - \$4.52 - \$4.67 (\$4.00 - \$4.15 - \$4.30)	\$4.73 - \$4.88 - \$5.03

Probationary period is 60 days of work. Maximum rates reached after 2 three-month increments.

Lead Hand Premium: Effective Feb. 26, 1973, 25¢ (15¢) per hour.

Rate for Temporary Employees: Effective Feb. 26, 1973, \$3.00 (\$2.50) per hour.

Paid Vacations 3 weeks after 5 (7) years.

Welfare: Effective Feb. 26, 1973, weekly indemnity benefits of 60% of earnings up to a maximum of \$300 per week (previously benefits ranged from \$30 to \$120 per week, scaled according to earnings), payable from the first day of accident and fourth day of illness for a maximum of 26 weeks.

Effective Feb. 26, 1973, employer pays 100% (75%) of the premiums for life insurance, A.D. & D. and OHIP.

## LEATHER

Beardmore, a Division of Canada Packers Limited at Acton - Food Workers, Local P479 (AFL-CIO, CLC): A 24 month renewal agreement effective from Jan. 18, 1973 to Jan. 17, 1975, covering 352 employees, settled at the conciliation officer stage. (Previous agreement expired Jan. 17, 1973.)

Wages:	Effective	Jan. 18/73	July 18/73	Jan. 18/74	July 18/74
	General Increases	20¢	5¢	20¢	5¢
	Category 4 (includes Sorter)	\$2.91 (\$2.71)	\$2.96	\$3.16	\$3.21
	Category 9 (includes General Labourer)	\$3.16 (\$2.96)	\$3.21	\$3.41	\$3.46
	Category 26 (includes Class A Electrician)	\$4.01	\$4.06	\$4.26	\$4.31
Overtime Pay:	Double time (time and one-half) for work performed on a scheduled day off.				
	Double time (time and one-half) for employees required to work on a scheduled Sunday off.				
Shift Premiums:	0 - 14¢ - 18¢ (0 - 14¢ - 17¢).				
Sunday Premium:	Time and one-half (new) for work performed on a Sunday as part of employee's regular work week.				
Saturday Premium:	\$1.00 (25¢) per hour in addition to regular rate for work performed on a Saturday as part of employee's regular work week.				
Wash-Up Period:	One 5 minute paid wash-up period (new) before end of each 8 hour shift.				
Welfare:	Weekly indemnity benefits of \$65.50 (\$60.50) per week for female employees for the first four weeks and \$68 (\$64.50) for fifth and subsequent weeks, and \$75.50 (\$70.50) for male employees for the first four weeks and \$78 (\$75.50) for fifth and subsequent weeks. Benefits are payable from the first day of hospitalization or accident and fourth day of illness for periods scaled from 4 weeks for employees with 6 to 18 months' service to 52 weeks for employees with 10 years' service. Effective Jan. 18, 1974, benefits increase by \$5 per week.				
	Employer pays \$11.00 for single employees and \$22.00 for employees with dependents towards the premiums for OHIP and additional amounts up to \$1.50 per month for single employees and \$3.00 per month for employees with dependents towards any increases in premiums (previously employer paid 100% of premiums for OHSIP and OHSC until Jan. 18, 1972 and agreed to pay 50% of any increase in premiums thereafter).				

## TEXTILE

Kingston Spinners Limited at Kingston - United Textile Workers (AFL-CIO, CLC): A 24 month first agreement effective from Feb. 5, 1973 to Feb. 5, 1975, covering 220 employees, settled at the bargaining stage.

Wages:	Effective	Feb. 5/73	Feb. 4/74
	Increases	5¢ - 30¢	17¢ for incentive workers and 25¢ for hourly rated workers
	Additional Adjustments	Progressions to maximum rates established	

Hourly rated operations:

Packer	\$2.00 - \$2.20 - \$2.45	\$2.25 - \$2.45 - \$2.70
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Experienced Fixer	\$3.05	\$3.30
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Incentive operations:

Winder	\$1.90 - \$2.30	\$2.07 - \$2.47
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Probationary period is 60 days (previously varied from 4 to 6 weeks). Start rate, rate after probationary period and rate after 6 months are shown for hourly rated operations; start rate and standard rate after probationary period are shown for incentive operations.

Shift Premiums: 0 - 10¢ - 15¢ (0 - 5¢ - 15¢) for three-shift operations.

25¢ per hour (new) for all shifts on four-shift operations.

Saturday Premium: 25¢ per hour (new) for hours scheduled between Friday midnight and Saturday midnight as part of the regular work week.

Meal Allowance: \$1.00 (new) for employees required to work overtime with no prior notice.

Welfare: Effective as soon as possible, employer will pay 50% of the premiums for new weekly indemnity plan which will provide benefits of 60% of employee's earnings, payable from the first day of accident and eighth day of illness for a maximum of 15 weeks.

Union Security: Compulsory deduction of union dues.

Note: Provisions in brackets refer to changes from previous personnel policy.

PAPER AND ALLIED

Lily Cups Limited at Toronto - Printing Pressmen, Local 466 (AFL-CIO, CLC): A 24 month renewal agreement effective from Dec. 1, 1972 to Nov. 30, 1974, covering 315 employees, settled at the conciliation officer stage. (Previous agreement expired Nov. 30, 1972.)

Wages:	Effective	Dec. 1/72	Dec. 1/73
General Increases		8%	8%
Additional Adjustment		10¢ for Carton Sealing Attendant	
Packer		\$2.50 - \$2.76 (\$2.32 - \$2.56)	\$2.70 - \$2.98
Electrician "A"		\$4.75 (\$4.40)	\$5.13

Probationary period is 30 calendar days and may be extended an additional 30 days. Maximum rate for Packer reached after increments at 2 months, 5 months and 8 months.

Lead Hand Premium:

Shift Premiums: Effective Dec. 1, 1973, 0 - 17¢ - 22¢ (0 - 15¢ - 20¢).

Paid Vacations: 3 weeks after 9 (10) years and 4 weeks after 18 (20) years. Effective Dec. 1, 1973, 3 weeks after 8 years and 4 weeks after 17 years.

Welfare: Weekly indemnity benefits range from \$55 to \$75 (previously \$45 to \$65) per week, depending on hourly rates, payable from the first day of accident and fourth day of illness for a maximum of 26 weeks.

Effective Dec. 1, 1973, employer pays 100% of the premiums for weekly indemnity (previously employee paid \$1.44 per month).

Effective the first full month after ratification, employer pays 100% of the premiums for a new medical plan, including prescription drug coverage, with deductibles of \$25 for single employees and \$50 for employees with dependents, with 80% of remaining expenses paid.

## METAL FABRICATING

Great West Steel Industries Ltd. at Mississauga and Toronto - Steelworkers, Local 4515 (AFL-CIO, CLC): A 24 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 300 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Dec. 31, 1972.)

Wages:	Effective	Jan. 1/73	Jan. 1/74
	General Increases	10%	8%
	Additional Adjustments	Adjustments due to reclassifications, averaging a cost of 3%	
	General Labour	\$3.425 (\$3.115)	\$3.695
	Machinist 1	\$4.445 (\$4.045)	\$4.805

Shift Premiums: 0 - 14¢ - 17¢ (0 - 12¢ - 15¢).

Overtime Pay: Time and one-half for first 12 hours' overtime worked during Monday to Friday and double time thereafter (previously time and one-half for all overtime Monday to Friday).

Temporary Transfer: Employee temporarily transferred to another classification receives the higher rate provided minimum of 40 hours worked (previously received his own rate for balance of shift on day of transfer and for second shift, then the higher rate for up to 10 working days, and thereafter the rate of the classification to which he transferred).

Paid Holidays: One unspecified day is added for a total of 11 (10), to be chosen at a later date.

Paid Vacations: 3 weeks after 7 (8) years and 4 weeks after 17 (18) years.

Leave for Canadian Citizenship: One day's paid leave (new) granted for employees to obtain Canadian Citizenship papers.

Welfare: Employer pays premiums for dental plan based on 1971 (1969) O.D.A. schedule.

Clothing Allowance: Employer contributes \$16 (\$12) per employee per year towards the cost of safety boots.

Employer contributes \$16 (\$12) per employee per year towards the cost of prescription safety glasses.

Trane Company of Canada, Limited at Toronto - Electrical Workers, Local 512 (U.E.)  
(CLC): A 23 month renewal agreement effective from Feb. 12, 1973 to Jan. 23,  
1975, covering 200 employees, settled at the post-conciliation  
bargaining stage. (Previous agreement expired Jan. 23, 1973.)

Wages:	Effective	Feb. 12/73	Jan. 23/74
	General Increases	.25¢	.20¢
	Additional Adjustments	10¢ for skilled tradesmen	
	General	\$3.28 - \$3.68 (\$3.03 - \$3.43)	\$3.48 - \$3.88
	Mechanic and Electrical, Maintenance A	\$3.93 - \$4.40 (\$3.58 - \$4.05)	\$4.13 - \$4.60
	Tool & Die Maker	\$4.22 - \$4.70 (\$3.87 - \$4.35)	\$4.42 - \$4.90
Probationary period is 60 days worked. Maximum rates reached after increments at 60 days worked, at 6 months and at 9 months. Rate for General Classification upon completion of probationary period is \$3.41 (\$3.16) and affective Jan. 23, 1974, \$3.61.			
Paid Vacations:	4 weeks after 19 (20) years. Effective in 1974, 3 weeks after 8 (10) years and 4 weeks after 18 years.		
Bereavement Leave:	One day's paid leave (new) granted to attend funeral of a grandparent.		
Welfare:	Cost to employee for life insurance, accidental death and dismemberment, weekly indemnity, OHIP and major medical plan reduced to \$1.50 (previously \$3.00) per month. Effective Jan. 23, 1974, cost to employee is eliminated.		
	Life insurance and A.D.& D. increase to \$6,000 (\$5,000).		
	Weekly indemnity benefits increase to \$80 (\$70) per week, payable from the first day of accident and fourth day of illness for a maximum of 26 weeks. Effective Jan. 23, 1974, benefits increase to \$85.		
Safety Shoes:	\$5 per year (new) upon purchase of safety shoes.		

Firestone Steel Products of Canada Limited at London - Auto Workers, Local 27 (CLC)  
A 36 month renewal agreement effective from Jan. 21, 1973 to Jan. 21, 1976, covering 267 employees, settled after a work stoppage.  
(Previous agreement expired Dec. 20, 1972.)

Wages: Retroactive pay of 30¢ per hour worked during the period from Dec. 21, 1972 to Jan. 21, 1973.

Effective	Jan. 21/73	Jan. 21/74	Jan. 21/75
General Increases	30¢	27¢	27¢
Additional Adjustments	1¢ - 10¢ due to inequity adjustments		
Work Group I (includes Machine Operator)	\$3.81 (\$3.51)	\$4.08	\$4.35
Work Group IV - Skilled Trades (includes Electrician)	\$4.49 (\$4.09)	\$4.76	\$5.03

Shift Premiums: 0 - 14¢ - 17¢ (0 - 13¢ - 15¢).

Paid Holidays: The holidays during the term of the new agreement are as follows: 11 in 1973, 13 in 1974 and 10 in 1975, up to Jan. 21, 1976 (previously 10 in 1972).

Paid Vacations: 3 weeks after 7 (9) years and 4 weeks after 17 (19) years.  
Effective Jan. 21, 1975, 3 weeks after 6 years and 4 weeks after 16 years.

Welfare: Life insurance and A.D.& D. benefits of \$7,000 (\$6,000).

Weekly indemnity benefits of \$80 (\$75) per week, payable from the first day of accident and eighth day of illness for a maximum of 39 weeks. Effective Jan. 21, 1975, benefits increase to \$85.

Pension Plan: \$6 (\$5.50) per month per year of service. Effective Jan. 21, 1975, benefits increase to \$6.50 per month per year of service.

An additional 50¢ per month per year of service for past retirees.

Disability pension plan to be included in present pension plan.

Supplementary Unemployment Benefits: Benefits increase to 75% (70%) of base earnings.  
Effective Jan. 21, 1974, employer contributes 7¢ (5¢) per hour to S.U.B. Fund.

Prescription Safety Glasses: Employer contributes \$10 (\$6) per year towards the cost of prescription safety glasses.

## ELECTRICAL PRODUCTS

Beach Foundry Limited at Ottawa - Auto Workers, Local 641 (CLC): A 22 month renewal agreement effective from Jan. 1, 1973 to Oct. 31, 1974, covering 293 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1972.)

Wages:	Effective	Jan. 1/73	Jan. 1/74
Increases	8¢ for incentive workers; 17¢ for dayworkers	8¢ for incentive workers; 17¢ for dayworkers	
Cost-of-Living Fold-In	21¢ cost-of-living was incorporated into rates		
Additional Adjustments	1¢ - 25¢ due to inequity adjustments; adjustments in progression to maximum rates		
General Helper	\$2.89 - \$2.96 (\$2.38 - \$2.43)		\$3.06 - \$3.13
Electrician	\$3.40 - \$3.61 (\$2.88 - \$2.98)		\$3.57 - \$3.78

Probationary period is 60 days. Maximum rates reached after one increment after 20 working days to mid-point of range and after 6 months to maximum.

Cost-of-Living Allowance: Allowance to be based on 1961 (previously 1949) Index.

Shift Premiums: 0 - 15¢ - 15¢ (0 - 12¢ - 12¢).

Paid Vacations: 3 weeks after 1 (10) years.  
Vacation pay of 2% up to 1 year, 4% after 1 year, 5% after 7 years, 6% after 12 years, 8% after 20 years and 10% after 30 years (previously 2% up to 1 year, 4% after 1 year, 6% after 15 years and 8% after 25 years).

Welfare: Effective Jan. 1, 1974, employer pays 60% (at present 50%) of the premiums for life insurance and A.D.& D., weekly indemnity and major medical including semi-private hospitalization.

Employer pays 50% of the premiums for OHIP (previously 50% of the premiums for OHSIP). Effective Jan. 1, 1974 employer pays 60% of the premium.

Pension Plan: Effective Jan. 1, 1973, employer pays full cost of new pension plan which provides benefits of \$5 per month per year of service.

## COMMUNICATION

Government of Canada (Treasury Board) - Council of Postal Unions (CLC) (postal clerks and letter carriers, full-time): A 33 month renewal agreement effective from March 27, 1972 to Dec. 31, 1974, covering 27,000 employees, settled at the post conciliation bargaining stage.

Wages:	Effective	Feb. 26/73	Dec. 17/73	May 17/74
	General Increases	38¢	14¢	13¢
	Mail Handler	\$3.50-\$3.71 (\$3.12-\$3.33)	\$3.64-\$3.85	\$3.77-\$3.98
	Letter Carrier	\$3.90-\$4.16 (\$3.52-\$3.78)	\$4.04-\$4.30	\$4.17-\$4.43

**Settlement Pay:** For employees on strength at Feb. 16, 1973 or persons who retired on superannuation between March 27, 1972 and Dec. 31, 1972:

- \$400 or \$44 per month to cover the period Mar. 27, 1972 to Dec. 31, 1972;
- \$66 for January 1973 and \$56.10 for period Feb. 1, 1973 to Feb. 25, 1973 for present employees;
- \$66 per month for January and February 1973 for employees retiring during this period.

**Paid Vacation:** 3 weeks after 1 year (18 months) service, 4 weeks after 16 (18) years and 5 weeks (new) after 30 years.

**Vacation Pay:** 6% paid on termination during first 6 months of employment (previously 4% was paid only after 30 days employment).

**Severance Pay:** If employee dies his estate receives an amount equal to his weekly rate of pay multiplied by number of years of service to a maximum of 28 (new).

**Adoption Leave:** 1 day's paid leave for the adoption of a child (new).

**Meal Allowance:** \$2.00 (\$1.50) after more than 2 hours' overtime.

**Clothing Allowance:** Boot allowance of \$84 (\$70) per year and glove allowance of \$8 (\$5) per year for letter carriers.

**Technological Change:** Manpower committee (new) to be composed of 4 representatives of the employer, 4 from the C.P.U. and an independent adviser. The committee will have authority to discuss:

- effect of change and technological change on working conditions and on the work force;
- job descriptions and job contents arising from the introduction of change and technological change;
- wages to be paid to changed jobs and new jobs;
- the relationship between change and the hours of work;
- the utilization of casual employees and unmanned walks;
- deployment of the work force;
- the coder.

The Employer agrees that upon the introduction or the implementation of any changes in job contents or new jobs during the life of the agreement, that no seniority rights or privileges will be adversely affected (new).

Government of Canada (Treasury Board) - Council of Postal Unions (CLC) (postal clerks and letter carriers, part-time): A 33 month renewal agreement effective from March 27, 1972 to Dec. 31, 1974, covering 3,450 employees, settled at the post conciliation bargaining stage.

Wages:	Effective	Feb. 26/73	Dec. 17/73	May 17/74
	General Increases	38¢	14¢	13¢
	Part-time Postal Helper	\$3.32 (\$2.94)	\$3.46	\$3.59
	Part-time Postal Clerk	\$3.82 (\$3.44)	\$3.96	\$4.09

Settlement Pay: For employees on strength Feb. 16, 1973:

- \$200 or \$22 per month for the period March 27, 1972 to Dec. 31, 1972;
- \$33 for the period Jan. 1, 1973 to Jan. 31, 1973;
- \$28.05 for the period Feb. 1, 1973 to Feb. 25, 1973.

Vacation Pay: 6% after 4 (8) years' service, 8% (new) after 16 years.

Sick Leave: Paid leave after 3rd (6th) day of illness.

Bereavement Leave: 4 days' paid leave in the event of death in the immediate family (new). 1 day's paid leave to attend the funeral of grandparents, grandchild, son-in-law, daughter-in-law, sister-in-law or brother-in-law (new).

Special Leave: Granted when circumstances not attributable to the employee prevent his reporting for duty (new).

Childbirth and Adoption Leave: 1 day's paid leave (new).

Leave for Adjudication Hearing: Employee who is a party to an adjudication, a representative of an employee or a witness, will be granted paid leave (new).

Technological Change: For details see the settlement reported above for the Government of Canada - C.P.U. (full-time).

## ELECTRIC POWER, GAS AND WATER UTILITIES

The Hydro-Electric Commission of the City of Hamilton - Electrical Workers, Local 138 (I.B.E.W.) (AFL-CIO, CLC): Two 24 month renewal agreements effective from Jan. 1, 1973 to Dec. 31, 1974, covering 110 inside employees and 185 outside employees, settled at the bargaining stage. (Previous agreements expired Dec. 31, 1972.)

Wages:	Effective	Jan. 1/73	Jan. 1/74
	General Increases	9%	6%
<u>Office employees:</u>			
Group (102) (includes Clerk-Typist)	\$107.91 - \$120.18 (\$99.00 - \$110.26)		\$114.38 - \$127.39
Group (109) (Engineering Technician)	\$199.50 - \$228.92 (\$183.03 - \$210.02)		\$211.47 - \$242.66
<u>Outside employees:</u>			
Groundman	\$3.77 - \$3.98 - \$4.32 (\$3.46 - \$3.65 - \$3.95)	\$4.00 - \$4.22 - \$4.58	
Lineman - 1st Class	\$5.88 (\$5.39)		\$6.23
Probationary period is 6 (5) months. Maximum rates for office employees reached after 2 annual increments and for Groundman after two semi-annual increments.			
Shift Premiums:	0 - 15¢ - 20¢ for all outside employees (previously 12¢ for all outside employees on afternoon shifts and 17¢ for all outside employees except Building Maintenance employees who received 20¢ on night shifts).		
Rate on Temporary Transfer:	Office employees receive higher rate after 2 (4) working days.		
Pay for Work on a Holiday:	Double time (time and one-half) in addition to regular holiday pay for office employees.		
Statutory Holidays:	Holidays which fall on Saturday or Sunday shall be observed on the immediate Friday or Monday except for two half day holidays which will be recognized only on a normal working day (previously holidays which fell on Saturday or Sunday were not recognized by outside workers except for "shift workers" who received a lieu day off with pay or an additional day's pay).		

Paid Vacations: 3 weeks (same) after 1 year and 4 weeks after 14 (15) years for outside employees designated as "shift workers".  
 3 weeks after 4 (6) years and 4 weeks after 14 (16) years for all other outside employees and office employees.

**Welfare:** Effective Jan. 1, 1974, employer agrees to improve the drug benefit in the major medical plan.

Effective July 1, 1973, employer will implement a new dental plan at no cost to the employee.

Employees' share of any rebate from a premium reduction under the Unemployment Insurance Act will be deemed to have been applied against other benefits.

**Boot Allowance:** \$19 (\$15) per year.

#### EDUCATION AND RELATED SERVICES

The Lakehead Board of Education at Thunder Bay - Service Employees, Local 268 (AFL-CIO, CLC): A 24 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 285 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1972.)

<b>Wages:</b>	<b>Effective</b>	<b>Jan. 1/73</b>	<b>Sept. 1/73</b>	<b>May 1/74</b>
Increases	10¢ per hour for Cafeteria hourly-rated employees; \$20 per month for Cafeteria staff; \$30 per month for all other employees	10¢ per hour for Cafeteria hourly-rated employees; \$10 per month for Cafeteria staff; \$30 per month for all other employees	10¢ per hour for Cafeteria hourly-rated employees; \$20 per month for Cafeteria staff; \$40 per month for all other employees	10¢ per hour for Cafeteria hourly-rated employees; \$20 per month for Cafeteria staff; \$40 per month for all other employees
Cafeteria Assistant	\$332.20-\$369.20 (\$312.20-\$349.20)	\$342.20-\$379.20	\$362.20-\$399.20	\$362.20-\$399.20
Assistant Custodian-No Certificate	\$600.00-\$630.50 (\$570.50-\$600.50)	\$630.00-\$660.50	\$670.00-\$700.50	
Maintenance "A" Tradesman	\$674.00-\$704.00 (\$644.00-\$674.00)	\$704.00-\$734.00	\$744.00-\$774.00	

Probationary period is 3 months and may be extended an additional 3 months. Maximum rates reached after 3 six-month increments.

**Shift Premiums:** 0 - 12¢ - 17¢ per hour (previously \$18.50 per month).

**Premium Pay:** Double time (previously time and one-half) for employees required to work in septic tanks.

**Allowance for  
Class "A"  
Certificate:** \$10 per month (new) for Maintenance staff employees who hold a tradesman or maintenance certificate or who have worked for the employer for 5 years in a specific trade in the "Maintenance A" classification.

Paid Holidays: Employee with strong religious convictions concerning working on Easter Sunday, will not be required to work (new).

Paid Vacations: 1 month after 20 years (same), 1 month plus 1 day after 23 years (new), 1 month plus 2 days after 24 years (new) and 5 weeks (new) after 25 years.

Bereavement Leave: Up to 3 days' paid leave upon death of spouse, child, parent, sister, or brother (new).

Welfare: Employer pays 80% (66-2/3%) of the premiums for basic life insurance, optional life insurance, OHIP, major medical plan and semi-private hospitalization. Effective Jan. 1, 1974, employer pays 100%.

Uniform Allowance: Pant suits are recognized as uniforms and will be supplied by the employer.

Queen's University at Kingston - Kingston Heating and Maintenance Workers' Union, Local 229 (CLC): A 24 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 319 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1972.)

Wages:	Effective	Jan. 1/73	Jan. 1/74
	General Increases	9.1%	6.75%
	Additional Adjustments	Start rate and intermediate rate eliminated for Maids and Bedmakers	
Maid		\$2.10 (\$1.75 - \$1.92)	\$2.25
Groundsman		\$3.26 (\$2.99)	\$3.49
Electrician		\$4.73 (\$4.32)	\$5.05

Shift Premiums: 0 - 12¢ - 15¢ (previously 0 - 10¢ - 15¢ for classifications "A to 0" and 0 - 9¢ - 12¢ for classifications "P" to "U").

Reporting Pay: Minimum of 8 (4) hours at straight time rate.

Overtime Pay: Time and one-half for all hours worked on other than Monday to Friday schedules, for a first or second scheduled day of rest, and double time for all hours worked on the second day of rest if employee worked on the first scheduled day of rest (previously time and one-half for all hours in excess of scheduled hours and double time on a Sunday only).

Paid Vacations: 3 weeks after 1 (5) year and 4 weeks after 10 (15) years.

Sick Leave: Up to 6 months' paid leave regardless of service (previously sick leave credits accumulated at a rate of 10 days after 6 months' service, 10 additional days' credit after 1 year and an additional 10 days' credit on each annual anniversary date thereafter).

Welfare: Effective Jan. 1, 1974, employer pays 66-2/3% (at present 50% of the premiums for OHIP).

Clothing Allowance: Employer provides 5 sets of uniform shirts and trousers over a 24 month period (new).

York University at Toronto - Canadian Union of Public Employees, Local 1356 (CLC):

A 24 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 309 employees, settled at the mediation stage. (Previous agreement expired Dec. 31, 1972.)

Wages:	Effective	Jan. 1/73	Aug. 1/73	Jan. 1/74	Aug. 1/74
	Increases	13¢ - 21¢	13¢ - 21¢	11¢ - 17¢	11¢ - 17¢
	Additional Adjustments	35¢ for Carpenters			
	Housemaid	\$3.13 (\$3.00)	\$3.26	\$3.37	\$3.48
	Cleaner	\$3.65 (\$3.50)	\$3.80	\$3.92	\$4.04
	Trades II (includes Electrician)	\$6.11 (\$5.90)	\$6.32	\$6.49	\$6.66

Probationary period is 40 working days (previously 60 calendar days).

Shift Premiums: Effective Feb. 25, 1973, 0 - 15¢ - 20¢ (0 - 10¢ - 15¢).

Paid Vacations: 4 weeks (new) after 15 years.

Money from Workmen's Compensation Board shall be added to regular pay for purposes of calculating vacation pay for employees absent from work during past vacation year due to occupational accident (new).

Sick Leave:	Sick leave may be substituted for vacation where employee is incapacitated in excess of 7 days during his vacation period, where there is medical proof.
	Up to 3 days of accumulated sick leave may be used by employee in case of illness of an immediate member of his family where no other person is at home and able to provide for the ill relative's needs (new).
	An employee with 2 years' service who has accumulated ten or more sick credits as of Dec. 31st of each year may carry forward such credits into the following year or, be paid for 5 days of such credits at his daily rate and carry forward the balance (new).
	Maximum accumulation of sick leave credits increases to 115 (90) days.
Bereavement Leave:	Step-parents included in 3 days' paid leave.
	An additional two days without pay may be granted for travelling time outside the Province upon the death of a member in the family (new).
Union Duty Leave:	Up to a maximum of 40 (25) days without pay may be granted.
Education Allowance:	Employees are eligible for benefits under prevailing conditions set forth in the Tuition Fees policy in effect for full-time salaried support staff (new).

#### HEALTH AND WELFARE SERVICES

Belleville General Hospital - Nurses' Association, Belleville General Hospital (Ind.): A 12 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1973, covering 265 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Dec. 31, 1972.)

Wages:	Effective	Jan. 1/73
	Increases	\$40 per month for full-time nurses; \$ 2 per month for part-time nurses
	Adjustments	Increments for General Duty Registered Nurses are \$22 per month for 5 years (previously \$20, \$22, \$24 and two at \$25)
	General Duty (Registered Nurse) (full-time)	\$645 - \$755 per month (\$605 - \$721)
	Head Nurse	\$736 - \$861 per month (\$696 - \$821)
	General Duty (Registered Nurse) (part-time)	\$31 - \$34 per day (\$29 - \$32)

Probationary period is 90 calendar days. Maximum rates for full-time nurses reached after 5 annual increments, and for part-time nurses after 400 days worked.

Shift Premiums:	Effective Feb. 22, 1973, 0 - \$1.10 - \$1.10 (0 - \$1.00 - \$1.00).
Responsibility Pay:	Nurse in charge of intensive care unit during evening or night shifts or emergency unit during evening shifts receives responsibility pay (new).
Scheduling for Weekends Off:	Effective Feb. 22, 1973, nurses receive one weekend off in three (four).
	Time and one-half for third (fourth) weekend worked in a row.
Recognition for Related Experience:	Effective Feb. 22, 1973, part-time nurses at Belleville General Hospital who transfer to full-time positions receive recognition for related experience on the basis of 400 days worked equal one year's service.
Sick Leave:	Effective Feb. 22, 1973, credits accumulate at a rate of 1½ (1) days per month up to a maximum of 160 days.
Bereavement Leave:	Effective Feb. 22, 1973, grandparents included in one day's paid leave.
Welfare:	Effective Feb. 22, 1973, employer pays 90% (75%) of the premiums for OHIP.

Hamilton Civic Hospitals (Hamilton General, Henderson General and School of Nursing), Hamilton - Nurses' Association, Hamilton Civic Hospitals (Ind.): A 12 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1973, covering 600 full-time and 175 part-time nurses, settled at the bargaining stage.

Wages:	Effective	Jan. 1/73
	General Increase	\$40 per month
	Non-Registered Nurse	\$612.50-\$712.50 (\$572.50-\$672.50)
	Nurse Clinician Co-ordinator	\$814.00-\$964.00 (\$774.00-\$924.00)

Shift Premiums: \$1.10 (\$1.00).

Health and Welfare: Employer pays 80% (75%) of the premiums for group life insurance and OHIP.

Stratford General Hospital Corporation-Nurses' Association, Stratford General Hospital (Ind.): Two 12 month renewal agreements effective from Jan. 1, 1973 to Dec. 31, 1973, covering 115 full-time employees and 85 part-time employees, settled at the conciliation officer stage. (Previous agreement expired Dec. 31, 1972.)

Wages:	Effective	Jan. 1/73
	Increases	\$40 per month for full-time employees; \$1.26 to \$2.42 per day for part-time employees
	Registered Nurse (full-time)	\$645 - \$755 (\$605 - \$715)
	Registered Nurse (part-time)	\$31.26 (\$29.00)
	Probationary period is 3 months. Maximum rates reached after 5 annual increments.	
Special Premium:	\$1 per shift (new) for nurses who "float".	
Recognition for Related Experience:	Employer recognizes related experience as part-time nurses at Stratford General Hospital at the rate of one-half day credit for each full day work subject to the following: (a) 520 days of part-time work equals 260 days credit equals one year's increment (b) no starting salary may be higher than 2 increments above the full-time starting base and (c) credit accumulation to commence upon ratification date (new).	
Pay for Negotiating Committee:	Members of negotiating committee receive pay for time spent in agreement negotiations up to conciliation stage (new).	
Hours of Work:	Effective Mar. 1, 1973, hours reduced to 7-3/4 (8) hours per day.	
Shift Scheduling:	Not more than 8 consecutive days of work shall be scheduled without 2 (1) days off for full-time employees.	
Leave for Union Business:	Up to 3 employees may have unpaid leave for union business up to a maximum of 35 (20) days per year, provided patient care is not affected.	
Welfare:	Effective Mar. 1, 1973, employer pays 75% (66-2/3%) of the premiums for HOGLIP.	
	Effective Mar. 1, 1973, employer pays 85% of the billed rate for OHIP (previously 93% of the single or head of the family rate).	
	Probationary employees are entitled to receive same OHIP benefits as regular employees (new).	

Victoria Hospital at London - Service Employees, Local 220 (AFL-CIO, CLC) (Registered Nursing Assistants group): A 12 month first agreement effective from Jan. 31, 1973 to Jan. 31, 1974, covering 276 employees, settled at the arbitration stage.

Wages:	Effective	Jan. 1/73	July 1/73
	Increases	\$39 - \$44 per month	\$14 - \$16 per month
	Registered Nursing Assistant	\$477 - \$536 (\$438 - \$492)	\$491 - \$552
Probationary period is 3 months. Maximum rates reached after 3 annual increments.			
Stand-by Pay: \$3 (new) per 8 hour shift. Effective July 1, 1973, \$4.			
Overtime Pay: Time and one-half for hours worked after regularly scheduled shift (previously after 80 hours per two-week period).			
Paid Vacations: 4½ days after 4 months, 6 days after 5 months, 7 days after 6; 8 days after 7; 9½ days after 8; 10½ days after 9; 12 days after 10; 13 days after 11 months, 14 days after 12 months (previously 2 weeks after 1 year), 3 weeks after 5 (7) years and 4 weeks after 11 years (previously bonus of 4 weeks granted once every 5 years after 10 years' service).			
Welfare: Effective July 1, 1973, employer pays 100% of the premiums for OHIP (at present \$8.25 per month for single rate, \$17.42 for couple rate and \$21.18 for family rate). Employer pays 75% (66-2/3%) of the premiums for semi-private hospitalization.			
Union Security: Compulsory deduction of union dues.			

#### FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (primary products inspection group): A 25 month renewal agreement effective from July 3, 1972 to July 28, 1974, covering 2,250 employees, settled at the bargaining stage.

Wages:	Effective	July 3/72	July 30/73
	General Increases	7%	6%
	PI-1	\$7,525-\$8,553 (\$7,016-\$7,975)	\$7,977-\$9,066
	PI-6	\$12,982-\$14,751 (\$12,133-\$13,786)	\$13,761-\$15,636

Overtime:	Double time for all hours of overtime worked in excess of 7½ (8) in any contiguous period.
Standby Pay:	\$2.00 for each 7½ (8) hour period or portion thereof. Minimum of \$6.00 for any period of standby on a day of rest or designated paid holiday (new).
Work on Paid Holiday:	Time and one-half for first 7½ hours worked, double time thereafter (time and one-half for all hours worked) in addition to holiday pay. Employees on continuous operations may be granted a day off in lieu of the holiday pay (no change).
Bereavement Leave:	Ward of employee included in immediate family for up to 4 days' paid leave plus up to 3 days' paid leave for travel.
Meal Allowance:	\$2.00 (\$1.75).
Transportation for Females:	Maximum of \$3.00 reimbursement when required to travel to or from home between midnight and 6 a.m. (new).
Marine Disaster:	Reimbursement to maximum of \$500.00 for loss of clothing or personal effects (new).

#### LOCAL ADMINISTRATION

Oshawa City Corporation - Canadian Union of Public Employees, Local 251 (CLC)  
(inside employees): A 24 month renewal agreement effective from Nov. 1, 1972 to Oct. 31, 1974, covering 243 employees, settled at the bargaining stage. (Previous agreement expired Oct. 31, 1972.)

Wages:	Effective	Nov. 1/72	Nov. 1/73
General Increases		7%	6%
Grade AA (Clerk Typist 1)		\$6,157-\$6,482-\$6,823 (\$5,754-\$6,058-\$6,377)	\$6,526-\$6,871-\$7,232
Grade N (includes Surveyor 7)		\$13,628-\$14,344-\$15,100 (\$12,736-\$13,406-\$14,112)	\$14,446-\$15,205-\$16,000
Probationary period is 6 months. Start, 3 month rate and job rate (after one year) are shown above.			
Shift Premium:	20¢ (18¢) per hour for employees working on regularly scheduled rotating shifts between 4:00 p.m. and 8:00 a.m.		
Standby Pay:	\$4.50 (\$3.75) per day.		
Paid Holidays:	Full (half) days before Christmas Day and New Year's Day make a total of 13 for the 1973 year only (12 in 1972 and in 1974).		
Paid Vacations:	2 weeks (same) after 1 year, 2 weeks and 3 days (previously 2½ weeks) after 3 years, 3 weeks (same) after 5 years, 3 weeks and 3 days (previously 3½ weeks) after 10 years, 4 weeks (same) after 15 years, 4 weeks and 3 days (new) after 20 years and 5 weeks (same) after 25 years.		

## ADDENDUM

This addendum consists of 2 settlements ratified in January 1973.

## PAPER AND ALLIED

Continental Can Company of Canada Limited at Mount Dennis - Printing Pressmen, Local 466 (AFL-CIO, CLC): A 24 month renewal agreement effective from Nov. 1, 1972 to Oct. 31, 1974, covering 325 employees, settled at the conciliation officer stage and ratified in January 1973. (Previous agreement expired Oct. 31, 1972.)

Wages:	Effective	Nov. 1/72	Nov. 1/73
	General Increases	8%	7%
	Material Handler C	\$3.03 (\$2.81)	\$3.24
	Electrician A	\$4.12 (\$3.90)	\$4.41

Paid Holidays: One additional unspecified day is added for a total of 10 (9).

Paid Vacations: Effective May 1, 1973, 4 weeks after 17 (18) years and 6 weeks (new) after 35 years. Effective May 1, 1974, 4 weeks after 16 years.

Welfare: Effective Jan. 12, 1973, weekly indemnity benefits increase to 66-2/3% of base pay up to a maximum of \$100 per week (previously ranged from \$60 to \$90, scaled according to annual earnings), payable from the first day of accident or hospitalization and eighth day of illness for a maximum of 52 (26) weeks.

Effective Feb. 1, 1973, employer implements new major medical plan with deductibles of \$50 for single and \$100 for family, with 80% of remaining expenses fully paid up to a maximum of \$10,000 over 3 years.

Pension Plan: Effective Feb. 1, 1973, non-contributory plan (previously employee contributed 2½% of earnings up to \$5,000 and 4½% in excess of \$5,000) provides benefits of \$3.50 per month per year of service (previously benefits were 3/4% of first \$5,000 earned plus 1½% of earnings in excess of \$5,000 times years of service).

Union Security: Students become union members after the probationary period and pay union dues (new).

## ELECTRICAL PRODUCTS.

Philco Ford of Canada Limited at Toronto - Local 2113, International Association of Machinists and Aerospace Workers (AFL-CIO/CLC): A 24 month renewal agreement effective from Nov. 19, 1972 to Nov. 19, 1974, covering 600 employees, settled at the bargaining stage in January 1973.

Wages:	Effective	Nov. 19/72	Nov. 19/73
	Increases	24¢-30¢	18¢-24¢
	Assembler, Light	\$2.84 (\$2.60)	\$3.02
	Maintenance, Grade III	\$4.59 (\$4.29)	\$4.82

Shift Premiums: 0 - 16¢ - 16¢ (0 - 15¢ - 16¢).

Paid Holidays: One floating day added for a total of 10½ paid holidays.

Paid Vacation: 2 weeks after 1 year's service (no change).  
Effective in 1973, 3 weeks after 6 (7) years and 4 weeks after 16 (17) years.  
Effective in 1974, 3 weeks after 5 years and 4 weeks after 15 years.

Health and Welfare: Weekly indemnity benefits are increased to 60% with a maximum of \$90 (\$80) per week. If and when the weekly indemnity becomes taxable, benefits will be increased to 66 2/3% with a maximum of \$100 per week.

Major Medical - 90% (80%) of all receipts will be paid.

Pension Plan: Will be upgraded to 1970 scale of earnings. Female employees may join the pension plan upon request.

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CANADA



ONTARIO

CANADA DEPARTMENT OF LABOUR

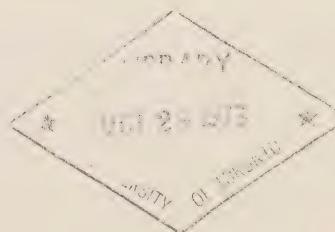
OTTAWA

ONTARIO MINISTRY OF LABOUR

TORONTO

COLLECTIVE BARGAINING SETTLEMENTS

IN ONTARIO REACHED DURING MARCH 1973



Prepared jointly by the Canada Department of Labour  
and the Ontario Ministry of Labour



## C O N T E N T S

This report consists of summaries of 23 collectively bargained settlements in Ontario's non-construction industries in March 1973. This report also includes an addendum of 3 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements for bargaining units of 500 or more employees. The Ontario Department of Labour reports on settlements for bargaining units of 200 to 500 employees.

### Notes on Rates:

Two rates are consistently sought in reporting settlements; they are the after probationary rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. However, in some bargaining units these classifications do not exist and, in such cases, an attempt is made to report increases for a low rate and a high rate. For example, in an office bargaining unit, rates that might be reported could be a clerk's rate and a senior data control analyst's rate. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled occupation and for a skilled occupation in the bargaining unit.

Provisions in brackets refer to the previous agreement.

April 27, 1973



MARCH SETTLEMENTS REPORTED IN THIS ISSUE

<u>COMPANY</u>	<u>UNION</u>	<u>PAGE</u>
Air Canada, system-wide		
Algoma Steel Corporation, Limited, Sault Ste. Marie	Canadian Air Line Pilots Association (Ind.) Steelworkers (AFL-CIO, CLC)	11
Anthes Eastern Limited, Toronto		4
Canadian Ohio Brass Company, Limited, Niagara Falls	Auto Workers (CLC) Chemical Workers (AFL-CIO, CLC)	6
Dryden Paper Company Ltd., Dryden and Ear Falls	Carpenters (Lumber and Sawmill Workers) (AFL-CIO, CLC)	11
Goodyear Tire and Rubber Company of Canada, Limited, Owen Sound	Rubber Workers (AFL-CIO, CLC)	1
Government of Canada (Treasury Board)	Professional Institute (Ind.) (engineering and land survey group)	2
Hilroy Envelopes & Stationery Limited, Toronto	Paperworkers (AFL-CIO, CLC)	22
Hoover Company, Ltd., Hamilton	Electrical Workers (U.E.) (CLC)	3
Hotel Dieu Hospital, St. Catharines	Nurses' Association, Hotel Dieu Hospital (Ind.)	7
Kimberly-Clark of Canada Limited, Longlac	Carpenters (Lumber and Sawmill Workers) (AFL-CIO, CLC)	15
Kingston General Hospital	Canadian Union of Public Employees (CLC) (non-professional employees)	1
Ontario Jockey Club (Thoroughbred Division)	Service Employees (AFL-CIO, CLC)	16
Ottawa General Hospital	National Federation of Services, Inc. (CNTU) (non-medical employees)	22
Riverdale Hospital, Toronto	Canadian Union of Public Employees (CLC)	17
St. Catharines General Hospital, St. Catharines	Nurses' Association, St. Catharines General Hospital (Ind.)	17
St. Lawrence Seaway Authority, Ontario and Quebec	Railway, Transport and General Workers Union (CLC) (operation and maintenance, headquarters and construction)	18
St. Mary's of the Lake Hospital, Kingston	Employees' Association (Ind.)	12
Sault Ste. Marie Board of Education	Canadian Union of Public Employees (CLC)	19
Simcoe County Board of Education, Barrie	Canadian Union of Public Employees (CLC)	12
N. Slater Company, Division of Slater Steel Industries Limited, Hamilton	Steelworkers (AFL-CIO, CLC)	14
Sudbury General Hospital of the Immaculate Heart of Mary	Nurses' Association, Sudbury General Hospital (Ind.)	9
Waterloo Regional Board of Commissioners of Police, Waterloo	Waterloo Regional Police Association (Ind.)	20
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JANUARY SETTLEMENT REPORTED IN THIS ISSUE

<u>COMPANY</u>	<u>UNION</u>	<u>PAGE</u>
Dobbie Industries Limited (Worsted Division and Hand Knit Division), Guelph and Cambridge	Textile Workers Union (AFL-CIO, CLC)	25

FEBRUARY SETTLEMENTS REPORTED IN THIS ISSUE

Huyck Canada Limited, Arnprior Salvation Army Grace Hospital, Windsor	Federal Union (CLC) Nurses' Association, Salvation Army Grace Hospital (Ind.)	26 27
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## LOGGING

Dryden Paper Company Limited at Dryden and Ear Falls - Lumber and Sawmill Workers' Union, Local 2693 of the United Brotherhood of Carpenters and Joiners of America (AFL-CIO, CLC): Two 24 month renewal agreements effective from Oct. 1, 1972 to Sept. 30, 1974, covering 282 employees, settled at the bargaining stage. (Previous agreement expired Sept. 30, 1972).

Wages and terms of settlement are similar to those reported below for Kimberly-Clark of Canada Limited, except for the following:

Travel Allowance: \$3.00 per day, in Ear Falls commuting area only, in lieu of board for camp for new employees who are not residents and who commute (new).

Note: Change in life insurance and Tradesman Premium shown below do not apply.

Kimberly-Clark of Canada Limited at Longlac - Lumber and Sawmill Workers' Union, Local 2693 of the United Brotherhood of Carpenters and Joiners of America (AFL-CIO, CLC): A 24 month renewal agreement, effective from Sept. 1, 1972 to Aug. 31, 1974, covering 500 employees, settled at the bargaining stage.

Wages:	Effective	<u>Sept. 1/72</u>	<u>Sept. 1/73</u>
	General Increases	34¢	33¢
	Trades Adjustments:		
	Lead & Class A	10¢	
	Class B	2¢	
	Piece Work Increase	6%	5½%
	General Labourer	\$3.83 (\$3.49)	\$4.16
	Machinist Class A	\$5.08 (\$4.64)	\$5.41

Shift Premiums: Effective Mar. 6, 1973, 0 - 14¢ - 19¢ (0 - 12¢ - 17¢).

Tradesman Premium (Bush): Effective Mar. 6, 1973, 10¢ per hour to all tradesmen and helpers who are assigned to a bush garage or to work away from the main company garage.

Reporting Pay: 4 (3) hours at straight time.

Displacement Pay: If an employee lacking sufficient seniority is displaced by another employee in a camp, he will be granted 8 (6) hours' straight time pay if he has not had 2 days notice of a lay off.

Paid Holidays: Effective in 1973, Remembrance Day is added for a total of 11.

Bereavement Leave: 3 days' paid leave in the event of the death of parent, spouse, child, parent-in-law, brother or sister (new).

Jury Duty: Employer makes up the difference between jury pay and 8 hours straight time pay for each day of jury service (new).

Health and Welfare: Life Insurance - coverage is increased to \$10,000 (\$7,000) with employer continuing to pay 50% of premium cost.

Employer pays \$12.84 (\$11.40) per month for single employees and \$26.13 (previously \$22.80 for married, \$25.75 for married with dependents) for married employees towards the premiums for OHIP, semi-private hospitalization and prescription drug plan.

Power Saw Rental: Employer will pay \$4.50 (\$4.00) per shift to a day worker using his power saw at Company request when felling and limbing, and \$5.50 (\$5.00) per shift, when bucking at a landing on a skidding operation.

Power Saw Gas and Oil: 40¢ (30¢) allowance per day worked.

Fire Insurance: The employer provides up to \$500 (\$400) free fire insurance to cover personal belongings and power saws.

## RUBBER

The Goodyear Tire and Rubber Company of Canada, Limited at Owen Sound - Rubber Workers, Local 818 (AFL-CIO, CLC): A 34 month renewal agreement effective from Mar. 25, 1973 to Jan. 22, 1976, covering 230 employees, settled at the conciliation officer stage. (Previous agreement expired Jan. 22, 1973.)

	Effective	<u>Mar. 25/73</u>	<u>Jan. 20/74</u>	<u>Jan. 26/75</u>
General Increases		25¢	20¢	20¢
Additional Adjustments	5¢ - 18¢ inequity adjustments for some classifications			
General Labour	\$2.10 - \$2.40 (\$1.85 - \$2.15)	\$2.30 - \$2.60	\$2.50 - \$2.80	
Mechanical Service	\$2.78 - \$3.38 (\$2.35 - \$2.95)	\$2.98 - \$3.58	\$3.18 - \$3.78	

Probationary period is 3 (4) months for all employees hired on or after Mar. 25, 1973. Maximum rate reached for General Labour after three 1 month increments of 10¢ each and for Mechanical Service after six 1 month increments of 10¢ each.

Shift Premiums: 0 - 10¢ - 15¢ (0 - 9¢ - 12¢).

Call-in Pay: Minimum of 4 (3) hours' pay guaranteed.

Paid Holidays: One floating holiday added for a total of 10 (9).

An employee receives pay for a statutory holiday which occurs during a sick leave period of not more than 14 (7) days exclusive of Saturday and Sunday.

An employee receives pay for a statutory holiday occurring during his vacation, or the day before or the day after his vacation, while he is absent during a sick leave period of not more than 14 (7) days exclusive of Saturday and Sunday.

Paid Vacations: Minimum vacation pay increased to \$70 per week for Group A employees and to \$55 per week for Group B employees (previously \$50 for males and \$40 for females) who were unable to work during a portion of the preceding calendar year due to illness or injury, and were not covered by the Workmen's Compensation Act.

Workmen's Compensation payments for lost time included in calculation of vacation pay (new).

Bereavement Leave: Son and daughter-in-law, brother and sister-in-law, grandchildren, grandparents included in up to 3 days' paid leave.

Welfare: Life insurance and Accidental Death and Dismemberment benefits increase to \$5,000 (previously \$2,000 for female employees and \$4,000 for male employees).

Weekly indemnity benefits increase to \$55 (\$40) per week for female employees and \$65 (\$50) per week for male employees, payable on first day of accident and eighth day of illness for a maximum of 26 weeks. Effective Jan. 1, 1974, maximum increases to 36 weeks for employees with less than 2 years' service and to 52 weeks for those with 2 years' service or more; benefits will also be payable from first day of hospitalization if employee is hospitalized for 3 days.

#### PAPER AND ALLIED

Hilroy Envelopes & Stationery Limited at Toronto - Paperworkers, Local 1144 (AFL-CIO, CLC): A 24 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 362 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Dec. 31, 1972).

Wages:	Effective	<u>Jan. 1/73</u>	<u>Jan. 1/74</u>
General Increases	8% with a minimum of 25¢		8% with a minimum of 25¢
Additional Adjustments	Reclassification of wage scale, integrating of 14 levels into 10		

	Jan. 1/73	Jan. 1/74
Level 1 (includes General Help)	\$2.50 (\$2.25)	\$2.75
First Class Machinist (re-classified to Level 9)	\$4.32 (\$3.80)	\$4.67
Shift Premiums:	0 - 25¢ - 30¢ for all employees (previously 20¢ for employees at wage levels 1 and 2 and 30¢ for employees at levels 3 to 13.)	
Paid Holidays:	Day before Christmas Day is added for a total of 10 (9).	
Paid Vacations:	3 weeks after 7 (8) years and 4 weeks after 19 (20) years. Effective Jan. 1, 1974, 4 weeks after 18 years.	
Bereavement Leave:	One day's paid leave for employees who do not attend funeral upon death of member of immediate family (and, as previously, 3 days to attend funeral.)	
Welfare:	Effective Apr. 1, 1973, life insurance benefits range from \$3,000 to \$12,000, scaled according to earnings (previously compulsory insurance with benefits ranged from \$4,500 to \$25,000, scaled according to earnings, for male employees and \$1,000 for female employees). Cost to employee to be 30¢ per \$1,000 of insurance (previously employee paid varying amounts, approximately 50% of the cost). Effective Jan. 1, 1974, cost to employee to be 25¢ per \$1,000.	
	Effective Apr. 1, 1973, employer pays 60% (50%) of the premiums for weekly indemnity. Effective Jan. 1, 1974, employer pays 75%.	
	Effective Apr. 1, 1973, employer pays 70% (50%) of the premiums for OHIP. Effective Jan. 1, 1974, employer pays 80%. Effective July 1, 1974, employer pays 100%.	

#### PRIMARY METALS

Algoma Steel Corporation, Limited, Tube Division at Sault Ste. Marie - Local 5595, United Steelworkers of America (AFL-CIO/CLC): A 36 month renewal agreement effective from Mar. 1, 1973 to Feb. 28, 1976, covering 615 employees, settled at the mediation stage.

Wages:	Effective	<u>Mar. 1/73</u>	<u>Mar. 1/74</u>	<u>Mar. 1/75</u>
	General Increases	45¢	20¢	20.5¢
	Job Cl. Increment	9.2¢ (8.7¢)	9.9¢	10.7¢

	Mar. 1/73	Mar. 1/74	Mar. 1/75
Job Class 1	\$3.655 (\$3.205)	\$3.855	\$4.060
Job Class 16 (includes Electrician)	\$5.035 (\$4.510)	\$5.340	\$5.665
Job Class 27	\$6.047 (\$5.467)	\$6.429	\$6.842
Cost-of-Living Allowance:	Effective Mar. 1, 1974, and Mar. 1, 1975, 1¢ for each 0.6 increase in the Consumer Price Index with maximum increase of 3¢ per hour in each year (no change).		
Paid Vacation:	Effective June 1, 1973, pre-retirement vacation will be instituted for employees who have reached age 59 but not more than age 63.		
	Effective June 1, 1975, 5 weeks paid vacation after 17 (20) years of service.		
Health and Welfare:	Effective Mar. 1, 1973, the employer will assume the full cost of the existing welfare plan (formerly employer contributed 19.8¢ per hour worked).		
	Effective Mar. 1, 1973, weekly indemnity benefits are increased to \$96 (\$80) per week. Effective Jan. 1, 1974, benefits will be increased to \$110 per week for disabilities commencing on or after Jan. 1, 1974.		
	Effective Jan. 1, 1974, long term disability payments will be increased to \$85 (\$80) per week.		
	Effective Mar. 1, 1973, Blue Cross No. 7 Dental Plan will be provided at employer's expense, with payments based on the 1969 Schedule of Fees of the Ontario Dental Association.		
Pension Plan:	Effective Mar. 1, 1973, basic pension is increased at employer's expense to \$7.25 (\$5.75) per month per year of service to a maximum of 40 years and supplementary pension to \$7.25 per year of service to a maximum of 30 years. Full pension is payable at age 60 with 30 years of service.		
	Widow's benefit for death in service is 50% of employee's vested pension if employee was age 40 or more and had 10 or more years of credited service.		
	Effective Mar. 1, 1973, pensions of present pensioners are increased by \$20 per month and of joint and survivor annuitants by \$10 per month.		

## METAL FABRICATING

Anthes Eastern Limited at Toronto - Auto Workers, Local 124 (CLC): A 36 month renewal agreement effective from Mar. 14, 1973 to Mar. 14, 1976, covering 320 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Mar. 14, 1973).

Wages:	Effective	<u>Mar. 15/73</u>	<u>Mar. 15/74</u>	<u>Mar. 15/75</u>
General Increases		25¢	12¢	12¢
Additional Adjustments	10¢ for skilled trades; 9¢ for non-incentive employees	8¢ for skilled trades; 6¢ for non-incentive employees	5¢ for skilled trades; 5¢ for non-incentive employees	
Cost-of-Living Fold-In	12¢ cost-of-living folded into wage rates, leaving a float of 27¢	5¢ cost-of-living folded into wage rates	5¢ cost-of-living folded into wage rates	
Job Grade 10 (includes Labourer)	\$3.29 (\$2.83)	\$3.52	\$3.74	
Tool and Die Maker	\$4.63 (\$4.16)	\$4.88	\$5.10	
Shift Premiums:	0 - 14¢ - 17¢ (0 - 12¢ - 15¢). Effective Mar. 15, 1974, 0 - 15¢ - 18¢.			
Paid Holidays:	One day is added between Christmas Day and New Year's Day for a total of 11 (10).			
Paid Vacations:	Effective Mar. 15, 1974, 4 weeks after 16 (20) years.  Minimum hours of work required to receive vacation pay reduced from 1,700 to 1,500.  Vacation pay to be calculated at the rate of 2%, 4%, 6%, 8% or at 6 days pay per week, whichever is greater (previously calculated on 6 days per week basis).			
Welfare:	Life insurance and Accidental Death and Dismemberment benefits increase to \$5,500 (\$5,000). Effective Mar. 15, 1974, benefits increase to \$6,000. Life insurance benefits at retirement increase to \$1,000 (\$750).  Weekly indemnity benefits increase to \$75 (\$70) per week, payable from the first day of accident and fourth day of illness for a maximum of 26 weeks. Effective Mar. 15, 1974, benefits increase to \$80.			

Effective Mar. 15, 1974, deductibles for prescription drug plan reduced to \$10 (\$25) for single and \$20 (\$50) for married employees.

Pension Plan: Effective Mar. 15, 1974, \$4.50 (\$3.75) per month per year of service for employees retiring after Mar. 15, 1973.

#### ELECTRICAL PRODUCTS

The Hoover Company, Ltd. at Hamilton - Electrical Workers, Local 520 (U.E.)  
(CLC): A 36 month renewal agreement effective from Dec. 22, 1972 to Dec. 22, 1975,  
covering 200 employees, settled at the conciliation officer stage. (Previous agreement expired Dec. 22, 1972).

Wages:	Effective	<u>Dec. 22/72</u>	<u>Dec. 22/73</u>
General Increases		27¢	21¢
Additional Adjustments		5¢ for Light Rates	5¢ for Light Rates
Labour Grade H1 (includes Labourer)	\$3.399 - \$3.484 - \$3.554 (\$3.129 - \$3.214 - \$3.284)	\$3.609 - \$3.694 - \$3.764	
Labour Grade H10 (includes Electrician)	\$4.228 - \$4.375 - \$4.511 (\$3.958 - \$4.105 - \$4.241)	\$4.438 - \$4.585 - \$4.721	
Labour Grade H14 (Tool and Die Maker)	\$4.595 - \$4.871 - \$5.041 (\$4.325 - \$4.601 - \$4.771)	\$4.805 - \$5.081 - \$5.251	
Effective		<u>Dec. 22/74</u>	
General Increases		20¢	
Additional Adjustments		5¢ For Light Rates	
Labour Grade H1		\$3.809 - \$3.894 - \$3.964	
Labour Grade H10		\$4.638 - \$4.785 - \$4.921	
Labour Grade H14		\$5.005 - \$5.281 - \$5.451	
Probationary period is 3 months. Maximum rates reached after 3 month increment and increment after an additional 9 months.			
Cost-of-Living Allowance:	Cost-of-living add-on of 11¢ per hour (maximum under previous agreement) to continue. Effective July 22, 1973, cost-of-living guarantee is an additional 4¢. Effective July 22, 1974, guarantee is an additional 5¢ and effective July 22, 1975, 7¢, making a total maximum of 27¢ by the end of the contract.		

Shift Premiums:	Effective ratification date, 0 - 19¢ - 19¢ (0 - 17.8¢ - 17.8¢). Effective Dec. 22, 1973, 0 - 20¢ - 20¢.
Pay for Negotiations:	Employer will pay up to 40 (35) hours' pay to employees for time spent in negotiations.
Rate on Temporary Transfer:	An employee transferred from a piece work to an hourly rated job receives day rate plus premium of 50¢ per hour (previously day rate only), provided incentive work is available.
Paid Holidays:	Full (half) day before New Year's Day makes a total of 10½ (10).
Paid Vacations:	Effective upon ratification date, 3 weeks after 6 (7) years and 4 weeks after 16 (17) years. Effective Jan. 1, 1974, 3 weeks after 5 years and 4 weeks after 15 years.
Welfare:	Effective Apr. 1, 1973, employer pays 75% (50%) of the premiums for life insurance, with minimum to become \$8,500 (previously scaled according to previous annual earnings with a minimum of \$6,000). Effective Jan. 1, 1974, benefits increase to \$9,500. Effective Jan. 1, 1975, benefits increase to \$10,500.  Effective Apr. 1, 1973, employer continues to pay 100% of the premiums for A.D. & D. which increases to \$8,500 (\$6,000). Effective Jan. 1, 1974, benefits increase to \$9,500. Effective Jan. 1, 1975, benefits increase to \$10,500.
	Effective Apr. 1, 1973, employer continues to pay 50% of the premiums for weekly indemnity benefits which increase to \$80 per week (previously \$40 for female employees and \$60 for male employees), payable from the first day of accident and eighth day of illness for a maximum of 52 weeks. Effective Dec. 22, 1973, benefits increase to \$85. Effective Dec. 22, 1974, benefits increase to \$90.
	Any increase or decrease in cost of premiums for weekly indemnity will accrue to the employee.
	Employer pays specified amounts for the premiums for life insurance, A.D. & D., weekly indemnity, major medical and drug plan for laid-off employees for the balance of the month in which employees are laid off and the following month (previously for the month in which employees were laid off).
Pension Plan:	Effective Jan. 1, 1972, \$7 (\$6.50) per month per year of eligible service after Jan. 1, 1972.  An additional 75¢ per month per year of eligible service prior to Jan. 1, 1972.  Requirement for one year's pension benefit is 1,800 hours (same) but now includes statutory holidays, vacations, absence on Workmen's Compensation, illness up to a maximum of 160 hours cumulative and leaves of absence for union business up to a maximum of 100 hours cumulative.

Automatic joint and survivorship benefit (new) for employees at age 50 with 10 years' service based on 90% of pension if spouse is the same age, increased by  $\frac{1}{2}$  of 1% for each year that spouse's age exceeds employee's age up to a maximum of 100% or decreased by  $\frac{1}{2}$  of 1% for each year that spouse's age is less than employee's. Amount payable to surviving spouse to be 55% of the amount of the pension as calculated above.

Vesting at age 40 (45) with 5 (10) years' service.

Bridging benefit of \$6.25 per month for each year of eligible service up to a maximum of 25 years. (Previously company policy varied).

Employees on payroll as of Feb. 27, 1973 to have minimum benefit of \$125 per month.

N. Slater Company, Division of Slater Steel Industries Limited at Hamilton - Steelworkers, Local 3505 (AFL-CIO, CLC): A 36 month renewal agreement effective from Feb. 1, 1973 to Jan. 31, 1976, covering 205 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Jan. 31, 1973).

	Effective	Feb. 1/73	Feb. 1/74	Feb. 1/75
General Increases		36¢	15¢	20¢
Job Class Increments		8.7¢ (8.2¢)	9.3¢	10.0¢
Job Class 2 (includes Labourer)	\$3.337 (\$2.972)		\$3.493	\$3.700
Job Class 18 (includes Electrician)	\$4.729 (\$4.284)		\$4.981	\$5.300

Shift Premiums: Effective Feb. 1, 1974, 0 - 15¢ - 20¢ (0 - 12¢ - 15¢)

Sunday Premium: Effective Feb. 1, 1974, 50¢ (35¢) per hour.

Paid Vacations: 4 weeks after 15 (18) years. Effective Feb. 1, 1974, 2 (1) weeks with pay of 4 % (2%) after 1 year.

Vacation Bonus: Effective Feb. 1, 1975, vacation bonus of 25% (at present 20%) for vacation taken between November to April inclusive.

Bereavement Leave: Grandparent, brother-in-law or sister-in-law included in 3 days' paid leave.

Welfare: Effective Feb. 1, 1974, minimum life insurance increased to \$7,000 (at present life insurance ranges up to a maximum of \$10,000, scaled according to earnings). Effective Feb. 1, 1975, life insurance of \$10,000 for all employees.

Effective Feb. 1, 1975, post-retirement insurance increases to \$3,500 (at present \$3,000).

Effective upon signing date, weekly indemnity benefits of \$85 per week (previously benefits ranged from \$38.50 to \$80.50, scaled according to earning), payable from the first day of accident and fourth day of illness for a maximum of 39 (26) weeks. Effective Feb. 1, 1974, benefits increase to \$90. Effective Feb. 1, 1975, benefits increase to \$95.

Effective Feb. 1, 1975, deductible for major medical plan is \$25 (at present \$25 per person up to 3 per family) with remaining expenses fully paid (at present 80% paid).

Effective Feb. 1, 1974, employer pays 100% (new) of the premiums for a dental plan with deductible of \$25 with 80% of remaining expenses paid for specified benefits, expenses based on the O.D.A. Schedule.

Pension Plan: Effective Aug. 1, 1973, basic benefits increase to \$6.50 (\$5.75) per month per year of service. Effective Feb. 1, 1974, benefits increase to \$7.

Effective the month following signing date, early retirement at age 60 (62) for employees with 30 years' service with no actuarial reduction.

Effective Aug. 1, 1973, supplemental pension benefits increase to \$5.50 (\$4.50) per month per year of service. Effective Feb. 1, 1974, benefits increase to \$6.50.

Effective Aug. 1, 1973, disability pension provides \$350 per month less payments by government sources (previously a minimum of \$100 per month).

For employees retiring after Feb. 1, 1975, joint and survivorship benefit shall be 95% (at present 90%) of employee's normal pension with 55% payable to surviving spouse.

Effective Aug. 1, 1973, an additional \$10 per month for retired employees. Effective Feb. 1, 1974, an additional \$10 per month.

Severance Pay: Upon termination of employment due to permanent cessation of operations, severance pay for employees who do not transfer provides 2 weeks' basic pay for employees with 5 years' service, 4 weeks' pay after 10 years' service, 8 weeks' pay after 15 years and 12 weeks' pay after 20 years (new).

Safety Shoes: Employer pays \$10 per year (new) towards the cost of safety shoes.

## NON-METALLIC MINERAL PRODUCTS

Canadian Ohio Brass Company, Limited at Niagara Falls - Chemical Workers, Local 345 (AFL-CIO, CLC): A 24 month renewal agreement effective from Jan. 29, 1973 to Jan. 28, 1975, covering 260 employees, settled at the conciliation officer stage. (Previous agreement expired Jan. 28, 1973.)

Wages:	Effective	<u>Jan. 29/73</u>	<u>Jan. 29/74</u>
Increases	23¢ for production employees and 29¢ for skilled tradesmen	22¢ for production employees and 25¢ for skilled tradesmen	
Labour (after 2 months)	\$3.28 (\$3.05)		\$3.50
Maintenance and Tradesmen	\$4.09 (\$3.80)		\$4.34

Shift Premiums: 0 - 15¢ - 18¢ (0 - 13¢ - 16¢).

Work on Sunday: Double time (new) for work on Sunday except for shift workers.

Meal Allowance: \$2 (new) after 4 hours' overtime after a regular shift.

Paid Vacations: 3 weeks after 8 (9) years, 4 weeks after 15 (18) years and 5 weeks (new) after 25 years.

Bereavement Leave: One day's paid leave (new) granted to attend funeral upon the death of a grandparent, grandchild or foster child.

One day's paid leave (new) granted to attend memorial services when employee is unable to attend funeral of a member of the immediate family, due to distance.

Welfare: Employer pays 100% (90%) of the premiums for weekly indemnity plan, OHIP, major medical plan and semi-private hospitalization.

Life insurance benefits of \$6,000 (\$5,000). Accidental death benefits of \$6,000 and dismemberment benefits of \$3,000 (previously accidental death and dismemberment benefits of \$2,500).

Pension Plan: One dollar per month per year of service added to present plan benefits.

## TRANSPORTATION

Air Canada, system-wide - The Canadian Air Line Pilots Association (Ind.): A 16 month renewal agreement effective from Jan. 31, 1973 to June 1, 1974, covering 1,175 employees, settled at the bargaining stage.

Details are unavailable at this time.

St. Lawrence Seaway Authority, Ontario and Quebec - Canadian Brotherhood of Railway, Transport and General Workers (CLC) (operation and maintenance, headquarters, and construction): A 24 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 1,200 employees, settled at the bargaining stage.

Wages:	Effective	<u>Jan. 1/73</u>	<u>Jan. 1/74</u>
	General Increases	32¢	7%
	Labourer	\$4.12 (\$3.80)	\$4.41
	Electrician	\$5.45 (\$5.13)	\$5.83
Bonus:	5¢ per hour during the navigation season for operating employees.		
Shift Premium:	0 - 15¢ - 25¢ (0 - 10¢ - 15¢).		
Overtime on a Paid Holiday:	Double time (time and one-half).		
Paid Vacation:	12 days (2 weeks) after 1 year's service, 3 weeks after 4 years (no change), 4 weeks after 12 (15) years, and 5 weeks after 21 (23).		

#### EDUCATION AND RELATED SERVICES

Sault Ste. Marie Board of Education - Canadian Union of Public Employees, Local 216 (CLC) (caretakers and office employees): Two 24 month agreements effective from Jan. 1, 1973 to Dec. 31, 1974, covering 180 caretakers and 50 office employees, settled after a work stoppage. (Previous agreements expired Dec. 31, 1972.)

Wages:	Effective	<u>Jan. 1/73</u>	<u>Jan. 1/74</u>	<u>June 1/74</u>	<u>Sept. 1/74</u>
	Increases	27¢ for caretakers; 30¢ for office employees	19¢ for caretakers	30¢ for office employees	14¢ for caretakers
	Additional Adjustments	7¢ for stores employees due to reclassification			

	Jan. 1/73	Jan. 1/74	June 1/74	Sept. 1/74
Typist-Clerk	\$2.75-\$3.31 (\$2.45-\$3.01)	\$2.75-\$3.31	\$3.05-\$3.61	\$3.05-\$3.61
Cleaner	\$3.03 (\$2.76)	\$3.22	\$3.22	\$3.36
Caretaker	\$3.53 (\$3.26)	\$3.72	\$3.72	\$3.86
Maintenance (over 5 years)	\$4.60 (\$4.33)	\$4.79	\$4.79	\$4.93

Probationary period is 120 days. Maximum rate for Typist-Clerk reached after 2 six-month increments.

Paid Vacations: 4 weeks after 9 (10) years, 5 weeks after 19 (20) years and 6 weeks (new) after 25 years.

Employees may carry over 1 or 2 weeks to the following year but all vacation leave must be used in the second year.

Maternity Leave: 10 weeks prenatal and/or 10 weeks postnatal unpaid leave (previously 4 weeks prenatal and/or 4 weeks postnatal) in addition to legislation. Employee must give 2 weeks (30 days) notice of return to work.

Welfare: Effective Jan. 1, 1974, employer pays 70% (66-2/3%) of the premiums for the group life insurance plan for full-time employees, with benefits of \$2,000 for each \$1,000 or major portion of employee's annual salary.

Effective Jan. 1, 1974, employer pays 70% (66-2/3%) of the premiums for OHIP at the standard ward rate.

Effective July 1, 1973, employer pays 66-2/3% of the premiums for a new major medical plan including drug coverage with deductibles of \$10 for single employees and \$20 for employees with dependents. Effective Jan. 1, 1974, employer pays 70% of the premiums.

Meal Allowance: \$2.50 after 2 hours overtime after regular schedule or reschedule (previously \$2.00 after 10 consecutive hours).

Travel Allowance: \$2.00 (\$1.50) for employee who works after regular hours when transportation has ceased to operate.

Simcoe County Board of Education at Barrie - Canadian Union of Public Employees, Local 1310 (CLC): A 21½ month renewal agreement effective from Mar. 15, 1973 to Dec. 31, 1974, covering 305 employees, settled at the mediation stage. (Previous agreement expired Dec. 31, 1972.)

Wages:	Effective	Jan. 1/73	Jan. 1/74
	Increases	10¢ - 50¢	10¢ - 24¢
	Cleaner	\$2.09 - \$2.35 (\$1.88 - \$2.14)	\$2.23 - \$2.49
	Custodian	\$2.85 - \$3.33 (\$2.60 - \$3.08)	\$3.09 - \$3.57
	Electrician	\$4.14 - \$4.54 (\$4.04 - \$4.44)	\$4.24 - \$4.64

Probationary period is 3 calendar months. Maximum for Cleaner reached after 3 annual increments of 5¢, 11¢ and 10¢, for Custodian after 2 six-month and 2 annual increments of 9¢, 10¢, 14¢ and 15¢, and for Maintenance Electrician after 3 annual increments of 19¢, 19¢ and 2¢.

Premium for Attendance on Heating Plant and School Check: \$4.00 (\$3.00) per check on holidays or weekends.

Overtime Pay: Time and one-half after 40 hours per week and for work on a Sunday (previously time and one-half after 80 hours per two-week period).

Paid Holidays: Easter Monday is added for a total of 11 (10).

An employee who worked on a staff holiday other than Easter Monday and Remembrance Day, not celebrated as a school holiday, shall receive a lieu day during the school vacation period (new).

Paid Vacations: 4 weeks (new) after 15 years.

Sick Leave: Maximum accumulation increases to 200 (120) days.

Employee with 5 (10) years of continuous service, on retirement at age 65, or on retirement on total permanent disability, shall be entitled, or in event of death, his representative will be entitled, to a gratuity based on the average of his last five years' salary, up to a maximum of one-half of one year's salary.

Bereavement Leave:	Son-in-law and daughter-in-law included in 3 (1) days' paid leave.
Welfare:	Effective Jan. 1, 1974, employer will contribute 13½¢ per \$1,000 of life insurance up to a maximum of \$5,000, and will administer any group life insurance plan selected by the employees and the union (new).
	Effective Mar. 15, 1973, employer pays 75% (50%) of the premiums for OHIP, major medical plan, semi-private hospitalization and the prescription drug plan.
Clothing Allowance:	Employer will provide coveralls for employees while cleaning boilers (new).

#### HEALTH AND WELFARE SERVICES

Hotel Dieu Hospital at St. Catharines - Nurses' Association, Hotel Dieu Hospital (Ind.): A 12 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1973, covering 224 employees, settled at the conciliation officer stage. (Previous agreement expired Dec. 31, 1972.)

Wages:	Effective	Jan. 1/73
	General Increases	\$45 per month for full-time nurses; \$1 per day for regular part-time nurses; \$1.50 per day for part-time relief nurses
	General Duty Nurse (Full-time)	\$645 - \$755 (\$600 - \$710)
	General Duty Nurse (Part-time)	\$33 per day (\$32 per day)
	Assistant Head Nurse	\$683 - \$803 (\$638 - \$758)
	Probationary period is 2 months. Maximum rates for full-time nurses reached after 5 annual increments.	
Responsibility Pay:	\$2.00 (same) per shift for nurse temporarily assigned as Head Nurse and \$1.00 (\$2.00) per shift for nurse temporarily assigned as nurse-in-charge.	
Scheduling for Weekends Off:	Nurses receive one weekend off in three (previously employer endeavoured to schedule one weekend off in three).	
	Time and one-half for third (fourth) weekend worked in a row.	

Welfare: Effective Apr. 1, 1973, employer adopts the revised HOODIP plan and pays for increased cost of basic sick leave (i) from 60 to 75 days maximum, and (ii) from 50% to 66-2/3% in sick leave payments.

Standby Travel Allowance: \$2.00 per round trip for employees called in from standby who use own car (previously hospital paid cab fare). Cab use now optional.

Equipment Allowance: Employer provides Bell-boy equipment for nurses on stand-by.

Kingston General Hospital at Kingston - Canadian Union of Public Employees (CLC) (non-professional employees): A 24 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 500 employees, settled at the conciliation officer stage.

Wages:	Effective	<u>Jan. 1/73</u>	<u>Aug. 6/73</u>
	<u>Monthly Rates</u>		
	Ward Aide	\$408-\$448 (\$387-\$427)	\$425-\$465
	Orderly	\$492-\$532 (\$477-\$507)	\$509-\$549
	Electrician	\$695-\$735 (\$667-\$707)	\$712-\$752
	Effective	<u>Jan. 6/74</u>	<u>Aug. 5/74</u>
	Ward Aide	\$443-\$483	\$460-\$500
	Orderly	\$535-\$575	\$552-\$592
	Electrician	\$739-\$779	\$756-\$796

Paid Holidays: It was agreed that if the Federal Government announces a new holiday in February, it will be incorporated into the contract. Employees now have 10 paid holidays.

Paid Vacation: Effective in 1974, 4 weeks after 14 (15) years' service.

Health and Welfare: Employer pays 80% (75%) of cost of OHIP and life insurance premiums.

Ottawa General Hospital, Ottawa - National Federation of Services, Inc. (CNTU) (non-medical employees): A 24 month renewal agreement effective from Jan. 1, 1972 to Dec. 31, 1973, covering 500 employees, settled at the arbitration stage.

Wages:	Effective	<u>Jan. 1/72</u>	<u>July 1/72</u>
	General Increases	\$4 per week	\$3 per week
	R.N.A. Adjustment	\$3 per week	
<u>Weekly Rates</u>			
	Laundry Aide	\$84.04-\$94.92 (\$80.04-\$90.92)	\$87.04-\$97.92
	R.N.A.	\$109.52-\$120.68 (\$102.52-\$113.68)	\$112.52-\$123.68
	Carpenter	\$136.08-\$148.96 (\$132.08-\$144.96)	\$139.08-\$151.96
Effective		<u>Jan. 1/73</u>	<u>July 1/73</u>
		4%	3%
	Laundry Aide	\$90.52-\$101.84	\$93.24-\$104.88
	R.N.A.	\$117.04-\$128.64	\$120.56-\$132.48
	Carpenter	\$144.64-\$158.04	\$148.96-\$162.80

Paid Vacation: 3 weeks after 1 (2) year's service.

Riverdale Hospital at Toronto - Local 79, Canadian Union of Public Employees (CLC): A 12 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1973, covering 755 employees, settled at the bargaining stage.

Wages:	Effective	<u>Feb. 1/73</u>	<u>Apr. 15/73</u>
	Registered Nurses-Increase -Monthly rate	- -	9.6% \$628.72-\$752.57 (\$573.65-\$686.65)
	Physiotherapists,) Increase Occupational ) Therapists and )Monthly rate Speech Therapists)	- - -	12.6% \$658.88-\$798.50 (\$585.15-\$709.15)
	Others	Increase	7%
	Nursing Orderly G.U.	\$496.64-\$585.51 (\$464.15-\$545.65)	
	Dietitian	\$740.60-\$819.25 (\$692.15-\$765.65)	

Shift Premiums: 0 - \$1.25 - \$1.25 (0 - \$1.00 - \$1.20) per shift.

Probationary Period: 60 (30) working days.

Paid Vacation: 3 weeks after 5 (6) years, 4 weeks after 13 (15) years.

Extended Vacation: Effective Sept. 1, 1973, an employee may be granted a leave of absence without pay for a period of not more than 2 weeks for the purpose of an extended vacation. This leave may be taken only once every 5 years and may not be taken during the months of July and August.

Bereavement Leave: Son-in-law, daughter-in-law and grandchild are added for 3 day's paid leave plus 2 (4) days' paid leave for travel in excess of 300 miles. An additional 5 days' leave of absence without pay may be granted (new).

Other Paid Leave: One day's paid leave to attend court for purpose of receiving citizenship.

Notice of Lay-off: For employees with 1 year of service 10 (5) days' notice or pay in lieu; for employees with less than 1 year's service, 5 days' notice or pay in lieu (no change).

Rest Periods: An additional 10 minute paid rest period for an employee who is required to work more than 2 hours' overtime.

St. Catharines General Hospital - Nurses' Association, St. Catharines General Hospital (Ind.): A 12 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1973, covering 310 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1972).

Wages:	Effective	<u>Jan. 1/73</u>
	Increases	\$40 per month for full-time nurses, \$2 per day for part-time nurses
	Registered Nurse (full-time)	\$645 - \$755 per month (\$605 - \$715)
	Registered Nurse (Regular part-time)	\$33 per day (\$31)
	Probationary period for full-time nurses is 90 days within a six-month period and for part-time nurses within one year. Maximum rates reached after 5 annual increments.	
Shift Scheduling:	Effective Mar. 6, 1973, time and one-half for third (fourth) weekend worked in a row.	

**Responsibility Pay:** Effective Mar. 6, 1973, \$1 per shift (new) for general duty nurse temporarily transferred to act as nurse-in-charge when there is no assistant head nurse or head nurse on afternoon or evening shifts.

**Recognition for Related Experience:** Full-time nurses receive pay for related service on the basis of one increment for each full 2 years' service up to a maximum of 3(2) increments.

Part-time nurses who transfer to full-time service receive pay for related service on the basis of one increment for each 1600 hours' service up to a maximum of 3 increments (previously one increment for each 200 shifts worked up to a maximum of 2).

**Paid Vacations:** Effective Mar. 6, 1973, vacation pay of 6% (4%) for part-time nurses with more than 1 year's service.

**Unpaid Leave:** Up to 4 nurses with not more than one nurse from one area may be granted unpaid leave for Association business up to a maximum of 30 (20) days per year.

**Welfare:** Effective Apr. 1, 1973, employer will pay the additional cost in changing from the 60 day to 75 day basic sick leave plan portion of HOODIP.

**Bereavement Leave:** One day's paid leave granted when employee is unable to attend funeral of member of the immediate family (and as previously, 3 days' to attend).

**St. Mary's of the Lake Hospital at Kingston - Employees' Association (Ind.):** A 12 month renewal agreement effective from Jan. 26, 1973 to Jan. 27, 1974, covering 200 employees, settled at the bargaining stage. (Previous agreement expired Jan. 26, 1973).

<b>Wages:</b>	<b>Effective</b>	<u>Jan. 26/73</u>	<u>July 23/73</u>
	Increases	\$16 - \$25 per month	\$12 - \$21 per month
	Housekeeping Aide	\$376 - \$416 (\$360 - \$400)	\$388 - \$428
	Porter	\$430 - \$470 (\$412 - \$452)	\$444 - \$484
	Registered Nursing Assistant, Head Orderly	\$490 - \$530 (\$470 - \$510)	\$505 - \$545
	Maintenance Man	\$600 - \$640 (\$575 - \$615)	\$619 - \$659

Probationary period is 3 months. Maximum rates reached after 2 years.

Shift Premiums: 0 - \$1.00 - \$1.00 (0 - 75¢ - 75¢) when the majority of hours worked fall between 1,500 and 0700 hours.

Rest Periods: Two 10 minute rest periods per shift (previously one 15 minute rest period per day).

Pay for Work on a Paid Holiday: Employee who works on a paid holiday may choose to receive pay at time and one-half in addition to regular pay, or regular pay plus one day off at straight time rates. The maximum overtime pay not to exceed two and one-half times basic straight time pay. (Previously employee received pay at time and one-half for hours worked, or one and one-half hours off for every hour worked).

Paid Vacations: 3 weeks after 5 (7) years, 4 weeks after 15 (17) years and 5 weeks (new) after 25 years.

Bereavement Leave: One day's paid leave for mourning the death of member of immediate family in cases where employee has not taken the existing 3 days to attend the funeral (new).

Jury Duty Leave: Employer makes up the difference between pay for jury duty or pay for Crown witness in connection with a hospital related court case and regular pay (new).

Welfare: Effective first billing date following ratification, employer pays 75% (66-2/3%) of the premiums for OHIP and HOGLIP.

Sudbury General Hospital of the Immaculate Heart of Mary - Nurses' Association,  
Sudbury General Hospital (Ind.): Two 24 month renewal agreements effective from Jan. 1, 1973 to Dec. 31, 1974, covering 136 full-time employees and 112 part-time employees, settled at the bargaining stage. (Previous agreements expired Dec. 31, 1972.)

Wages:	Effective	<u>Jan. 1/73</u>	<u>Jan. 1/74</u>
	Increases	<u>Full-Time Nurses</u>	<u>Full-Time Nurses</u>
		\$42 per month for Assistant Head Nurse; \$40 per month for Registered Nurses; \$35 per month for Non-Registered Nurses	\$35 per month for Assistant Head Nurse; \$40 per month for Registered Nurses; \$35 per month for Non-Registered Nurses
		<u>Part-Time Nurses</u>	<u>Part-Time Nurses</u>
		\$1.00 per shift for Registered Nurses; 50¢ per shift for Non-Registered Nurses	\$1.00 per shift for Registered Nurses; 50¢ per shift for Non-Registered Nurses

Jan. 1/73

Jan. 1/74

Non-Registered Graduate Nurse (Full-Time)	\$595 - \$649 ~ (\$560 - \$614)	\$630 - \$684
Registered Nurse (Full-Time)	\$650 - \$760 (\$610 - \$720)	\$690 - \$800
Assistant Head Nurse	\$680 - \$800 (\$638 - \$753)	\$715 - \$835
Non-Registered Graduate Nurse (part-time)	\$29.20 per shift (\$28.70)	\$29.70 per shift
Registered Nurse (part-time)	Inexperienced: \$32.00 (\$31.00) Experienced: \$34.75 (\$33.75)	\$33.00 per shift \$35.75 per shift

Probationary period is 3 months. Newly hired nurses will be paid at \$20.00 below their agreed start rate for the first three months of employment. Maximum rate reached after three annual increments for Non-Registered Nurses, and after five annual increments for Registered Nurses and Assistant Head Nurses.

Scheduled Days Off:	A minimum of 2 consecutive days off in any 2 week period for full-time employees (previously days could be split by mutual consent).
	1 week-end, Saturday and Sunday, off in three (previously 1 in 4 for full-time nurses and 1 in 5 for part-time nurses).
Call-back Pay:	3 hours at time and one-half (previously 4 hours at straight time) for full-time nurses.
	Time and one-half for all hours worked for full-time nurses if called back within 3 hours of the commencement of a regular shift (previously 4 hours at straight time), and regular payment thereafter.
Paid Vacations:	4 weeks after 4 (5) years and 5 weeks after 14 (15) years for full-time employees. Effective Jan. 1, 1974, 4 weeks after 3 years and 5 weeks after 13 years.
Bereavement Leave:	Grandparents included in 3 days' paid leave for full-time employees.
	3 working days' paid leave for full-time employees upon the death of a member of the immediate family (previously 3 calendar days, provided employee attends funeral.)
Court Duty and Jury Duty Pay:	A full-time employee subpoenaed as a crown witness in a hospital-related case during off duty hours or day off, has option of receiving normal pay for all time required or equivalent time off (new). Jury duty pay is deleted from this contract.

Welfare: Employer pays 80% of the premiums for full-time employees for OHIP and HOGLIP (previously 75% of OHSC, OHSIP, and HOGLIP). Effective Jan. 1, 1974, employer pays 85%.

#### MOTION PICTURE AND RECREATIONAL SERVICES

Ontario Jockey Club (Thoroughbred Division) in Ontario - Service Employees, Local 528 (AFL-CIO, CLC): A 12 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1973, covering 234 employees, settled at the conciliation officer stage. (Previous agreement expired Dec. 31, 1972).

Wages:	Effective	<u>Jan. 1/73</u>
	Increases for seniority employees only	\$1.75 per day for groundsmen; \$1.15 per day for all other seniority list employees
	Additional Adjustments	\$1.00 for cashiers on seniority list
	One-way Seller	\$26.85 per day (\$25.70)
	Messenger Bettor Cashier	\$37.06 per day (\$34.91)
Premium Pays:	\$2.00 (\$1.50) per day for Sellers on double tickets. \$2.50 (\$2.00) per day for Cashiers and other classifications on double tickets. \$3.50 (\$3.00) per day for Ticket Checkers - Early. \$3.50 (new) per day for Money Room - Bank Roll Change - Opening. \$2.50 (\$2.25) per day if a ninth race is run in any one day.	
Paid Vacations:	Paid 6% (4%) of earnings in 1973 for employees with 7 or more years of continuous service.	

#### FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (engineering and land survey group): A 27 month renewal agreement effective from July 3, 1972 to Sept. 22, 1974, covering 1,460 employees, settled at the post conciliation bargaining stage.

Wages:	Effective	<u>May 21/73</u>	<u>July 2/73</u>
	Increases	5%-6½%	5%-6¾%
	En-Eng 2	\$9,606-\$10,918 (\$9,062-\$10,300)	\$10,086-\$11,464
	En-Eng 6	\$18,749-\$21,306 (\$17,688-\$20,100)	\$19,686-\$22,371

	May 21/73	July 2/73
En-Sur 2	\$13,145-\$14,936 (\$12,343-\$14,024)	\$13,965-\$15,870
En-Sur 5	\$18,640-\$21,181 (\$17,751-\$20,172)	\$19,805-\$22,505

Settlement Pay: For the period of July 3, 1972 to May 20, 1973:

- \$50 per four week pay period for EN-ENG 2 and EN-SUR 1
- \$76 per four week pay period for EN-ENG 3 to 6 and EN-SUR 2 to 5.

Travel Pay: On a normal work day one-half the employee's rate for time spent in travel in excess of normal hours to a maximum of  $7\frac{1}{2}$  hours. On a day of rest or holiday - one-half the employee's rate to a maximum of  $7\frac{1}{2}$  hours. (Formerly compensated for one-third of travel time, minimum of 2 hours compensation.)

#### LOCAL ADMINISTRATION

The Waterloo Regional Board of Commissioners of Police - Waterloo Regional Police Association (Ind.): A 12 month first agreement replacing previous agreements due to the amalgamation of Galt, Hespeler, Kitchener, Preston, Waterloo and Waterloo Township Police Forces, effective from Jan. 1, 1973 to Dec. 31, 1973, covering 328 employees, settled at the bargaining stage. (Previous agreements expired Dec. 31, 1972.)

Wages:	Effective	<u>Jan. 1/73</u>
	Increases	\$450 - \$1,700 per year
	Probationary Constable, 1st 6 months	\$8,600 (\$8,000)
	Constable, 1st Class	\$12,250 (\$11,400)
	Staff Inspector	\$18,250 (new classification)

For purposes of comparison, changes from the Kitchener City Police Force only have been reported.

Special Duty Pay: \$7 (\$6) per hour for Cadets, \$7.50 (\$6.50) for Constables and \$8 (\$7) for officers above the rank of Constable, with a minimum of 2 hours' pay, for Special Duty Assignments on time off.

Acting Pay:	An officer above the rank of second class Constable who replaces absent senior officer receives pay of the higher rank from and after the 30th (40th) day.
Call-out Pay:	Minimum of 3 (2) hours' pay at time and one-half.
Court Time Pay:	An officer required to attend court during his annual leave receives a minimum of 12 (8) hours' pay.
Meal Allowance:	\$2.75 for mid-day lunch period and \$3 for evening dinner period for officer who is on duty out of the Region (new for employees previously covered by Kitchener agreement).
Pay for Association Meetings:	Members of the Board of Directors and Executive of the Waterloo Regional Police Association may have paid time off (new) for association meetings, time off to be charged to "bank". Each member of the Association shall have one hour per year deducted from his Accumulated Court time and overtime, and the value of time deducted used to form "bank" from which payment is to be made to Directors and Executive for time spent in meetings.
Sick Leave Bank:	An officer or cadet who exhausts his sick leave credits may draw from a central Sick Leave Bank (new). Each member of the Association contributes one day per year of his accumulated sick leave to central sick leave bank, and shall give additional days as required.
Bereavement Leave:	One day's paid leave (new) to attend funeral upon the death of grandparent, brother-in-law or sister-in-law.
Paid Vacations:	3 weeks after 5 (6) years, 4 weeks after 15 (16) years and 5 weeks (new) after 25 years.
Welfare:	Effective Mar. 1, 1973, employer pays 100% of premiums for life insurance of \$20,000 (previously employer paid 90% of premiums for benefits equal to annual salary to the nearest \$1,000). Accidental Death and Dismemberment benefit is added.
	Effective Mar. 1, 1973, employer pays 100% (90%) of the premiums for extended health care plan.
Clothing Allowance:	\$365 (\$350) per year for plainclothesmen.

## ADDENDUM

This addendum consists of one settlement ratified in January 1973 and two settlements ratified in February 1973.

## TEXTILE

Dobbie Industries Limited (Worsted Division and Hand Knit Division) at Guelph and Cambridge - Textile Workers Union, Locals 1740 and 1741 (AFL-CIO, CLC): A 24 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 357 employees, settled at the conciliation officer stage and ratified in January 1973. (Previous agreement expired Dec. 31, 1972.)

Wages:	Effective	Jan. 2/73	Dec. 31/73
General Increases	5¢ per hour for circle rate employees; 8¢ per hour for all other employees		5¢ per hour for circle rate employees; 9¢ per hour for all other employees
Additional Adjustments	Conversion of some piecework rates to daywork rates, with adjustments of 3¢ - 30¢		
Skein Winder	\$2.23 (\$2.11)		\$2.32
Machinist Class I	\$3.80 (\$3.42)		\$3.89
Bereavement Leave:	Son-in-law and daughter-in-law included in 3 days' paid leave.		
Welfare:	Life insurance increased to \$3,000 (\$1,500) for female employees.		
	Weekly indemnity benefits of 60% of earnings up to a maximum of \$96 (previously benefits ranged from \$25 to \$50, scaled according to earnings), payable for up to 15 (13) weeks.		
	Savings from reduced cost of OHIP used to improve extended health care plan with deductibles of \$10 (\$25) for single and \$25 (\$50) for married employees, with 80% of remaining expenses paid, with semi-private hospitalization not included in deductible.		

Huyck Canada Limited at Arnprior - Federal Union, No. 1632 (CLC): A 24 month renewal agreement effective from Nov. 1, 1972 to Nov. 1, 1974, covering 250 employees, settled at the post-conciliation bargaining stage, and ratified in February, 1972. (Previous agreement expired Nov. 1, 1972.)

Wages:	Effective	<u>Nov. 1/72</u>	<u>Nov. 1/73</u>
	General Increases	8% on base rates (without payroll adder)	5% on base rates
	Additional Adjustments	2¢ - 8¢ for trades groups 23 to 30	2¢ - 8¢ for trades groups 23 to 30
	Job Class 3 (includes Rewinder Operator)	\$2.43 (\$2.27)	\$2.54
	Job Class 30 (1st Class Maintenance Mechanic)	\$3.51 (\$3.19)	\$3.76
Welfare:	Employer pays \$11.00 per month for single and \$22.00 for married employees towards OHIP and \$1.00 for single and \$2.00 for married employees towards the premiums for semi-private hospitalization (previously employer paid \$10.92 per month for single, \$21.87 for married and \$25.80 for married employees with dependents towards OHSIP, OHSC and semi-private hospitalization).		
	Employer continues to pay 81¢ for single employees and \$2.09 for married employees towards the extended health care plan.		
	Cash payment of approximately \$15 in lieu of OHIP savings paid to each employee for the period Apr. 1, 1972 to Nov. 1, 1972.		
Pension Plan:	Pension payable for current employees is adjusted to reflect 1971 earnings, such that employees receive approximately 70% (previously 50%) of final earnings upon retirement, including Canada Pension Plan.		
	An employee with 15 years' pensionable service as of 1971 receives not less than an improvement of \$80 per year.		
	Effective Jan. 1, 1973, current retirees receive a 2% improvement in pension received times the number of years of retirement up to 1971 (e.g. for employees retired in 1965, improvement is 6 years times 2% = 12% improvement).		
Technological Change:	In the event of a technological change in plant, process, equipment or method of operation, or where an increase in productivity occurs that reduces the number of employees with		

3 years' service, employer will make the change in such a way that there will be the least possible hardship to employees laid off (new).

Retraining period for employees affected shall be of sufficient duration for an employee with average ability to perform the required functions of the job. Retraining period for available jobs shall not exceed 2 weeks plus 1 additional week for each 5 years of service held by the employee at the day of lay-off.

#### HEALTH AND WELFARE SERVICES

Salvation Army Grace Hospital at Windsor - Nurses' Association, Salvation Army Grace Hospital (Ind.): A 12 month first agreement effective from Jan. 1, 1973 to Dec. 31, 1973, with wages retroactive to July 13, 1972, covering 280 employees, settled at the conciliation officer stage and ratified in February 1973.

Wages:	Effective	<u>July 13/72</u>	<u>Jan. 1/73</u>	<u>June 1/73</u>
Increases	\$10 - \$20 per month for full-time nurses	\$30 per month for full-time nurses	\$10 per month for full-time nurses	
Other Adjustments	Proportionate increases apply for regular part-time nurses; casual part-time nurses receive 1/260th of annual salary of full-time registered nurses plus 10% in lieu of fringe benefits (previously received same rate as regular part-time nurses).			
Registered Nurse	\$605 - \$715 (\$590 - \$695)	\$635 - \$745	\$645 - \$755	
Head Nurse	\$695 - \$820 (\$685 - \$810)	\$725 - \$850	\$735 - \$860	

Probationary period is 60 (30) working days for full-time nurses and 60 (30) tours within 7 consecutive months of employment for regular part-time nurses. Maximum rates reached after 5 annual increments.

Responsibility Pay: \$3.85 per shift (new) for nurse who temporarily replaces Head Nurse.

Shift Premiums: 0 - \$1.10 - \$1.10 (0 - \$1.00 - \$1.00).

Pay for Work on a Paid Holiday: Full-time nurses who work on a paid holiday may choose to receive pay at time and one-half in addition to regular pay (same) or regular pay plus one-half regular pay in addition to one day off to be granted at a mutually agreeable time (previously one day off in lieu at regular pay ).

Paid Vacations: 4 weeks after 5 (8) years.

Bereavement Leave: One day's paid leave (new) granted upon the death of a grand-parent.

Sick Leave: Sick leave credits accumulate at a rate of one day per month and 1½ days after 1 (3) year's service to a maximum of 130 (120) days.

Welfare: Employer pays 85% (75%) of the premiums for OHIP for full-time employees and 50% or 75% of these amounts (same) for part-time employees, depending on hours of work. Effective July 1, 1973, employer pays 100% for full-time employees.

Union Security: Compulsory check-off of union dues (new).

Note: Provisions in brackets refer to changes from the previous personnel policy.

CORRECTION:

To February 1973 issue, page 14

Queen's University at Kingston - Kingston Heating and Maintenance Workers' Union (CLC):

Wages: The general wage increase effective Jan. 1, 1974 should have been reported as 6.9% (not 6.75%).

C U M U L A T I V E I N D E X

January to March 1973

Settlements Reported by Issue and Pages

<u>INDUSTRY AND COMPANY</u>	<u>ISSUE</u>	<u>PAGE</u>
<u>UNION</u>		
<b>LOGGING</b>		
Abitibi Paper Company Ltd., Thunder Bay, Sault Ste. Marie, Smooth Rock Falls and Iroquois Falls	Carpenters (Lumber and Sawmill Workers) (AFL-CIO, CLC)	Jan. 1
American Can of Canada Limited, Marathon	Carpenters (Lumber and Sawmill Workers) (AFL-CIO, CLC)	Feb. 1
Dryden Paper Company Ltd., Dryden and Ear Falls	Carpenters (Lumber and Sawmill Workers) (AFL-CIO, CLC)	Mar. 1
Eddy Forest Products Limited, Espanola	Carpenters (Lumber and Sawmill Workers) (AFL-CIO, CLC)	Jan. 2
Great Lakes Paper Company Limited, Thunder Bay	Carpenters (Lumber and Sawmill Workers) (AFL-CIO, CLC)	Jan. 2
Kimberly-Clark of Canada Limited, Longlac	Carpenters (Lumber and Sawmill Workers) (AFL-CIO, CLC)	Mar. 1
Ontario-Minnesota Pulp and Paper Co., Kenora and Fort Frances	Carpenters (Lumber and Sawmill Workers) (AFL-CIO, CLC)	Jan. 2
Spruce Falls Power and Paper Company Limited, Kapuskasing	Carpenters (Lumber and Sawmill Workers) (AFL-CIO, CLC)	Jan. 3
<b>FOOD AND BEVERAGE</b>		
Dempster's Bread - Division of Corporate Foods Limited, Toronto	Teamsters (Ind.)	Jan. 3
Nestle (Canada) Ltd., Chesterville	Retail, Wholesale Employees (AFL-CIO, CLC)	Feb. 1
Pepsi-Cola Canada Ltd., Hamilton, St. Catharines and Toronto	Brewery Workers (AFL-CIO, CLC)	Feb. 2
<b>RUBBER</b>		
Goodyear Tire and Rubber Company of Canada, Limited, Owen Sound	Rubber Workers (AFL-CIO, CLC)	Mar. 2

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## LEATHER

Batawa Footwear, Division of Bata Industries Limited, Batawa, Campbellford and Picton Beardmore, A Division of Canada Packers Limited, Acton

Boot and Shoe Workers (AFL-CIO, CLC)  
Food Workers (AFL-CIO, CLC)

Jan. 5  
Feb. 3

## TEXTILE

Dobbie Industries Limited (Worsted Division and Hand Knit Division), Guelph and Cambridge Huyck Canada Limited, Arnprior Kingston Spinners Limited, Kingston Millhaven Fibres Limited, Millhaven Wabasso Limited (Empire Cotton Div.), Welland

Textile Workers Union (AFL-CIO, CLC)  
Federal Union (CLC)  
United Textile Workers (AFL-CIO, CLC)  
Oil Workers (AFL-CIO, CLC)  
United Textile Workers (AFL-CIO, CLC)

Mar. 25  
Mar. 26  
Feb. 4  
Jan. 6  
Jan. 5

## CLOTHING

Cluett, Peabody and Company of Canada Limited, Hamilton and Kitchener John Forsyth Company Ltd., Kitchener and Waterloo

Amalgamated Clothing Workers (AFL-CIO, CLC)  
Amalgamated Clothing Workers (AFL-CIO, CLC)

Jan. 7  
Jan. 7

## FURNITURE AND FIXTURE

Emanuel Products Limited, Toronto

Woodworkers (AFL-CIO, CLC)

Jan. 7

## PAPER AND ALLIED

Continental Can Company of Canada Limited, Mount Dennis Hilroy Envelopes & Stationery Limited, Toronto Lily Cups Limited, Toronto

Printing Pressmen (AFL-CIO, CLC)  
Paperworkers (AFL-CIO, CLC)  
Printing Pressmen (AFL-CIO, CLC)

Feb. 21  
Mar. 3  
Feb. 5

## PRIMARY METALS

Algoma Steel Corporation, Limited, Sault Ste. Marie Burlington Steel Company (Div. of Slater Steel Industries Limited), Hamilton

Steelworkers (AFL-CIO, CLC)  
Steelworkers (AFL-CIO, CLC)

Mar. 4  
Jan. 8

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## METAL FABRICATING

Anthes Eastern Limited, Toronto  
 Decor Metal Products, Midland  
 Firestone Steel Products of Canada Limited, London  
 General Spring Products Company, Kitchener  
 Great West Steel Industries Ltd., Mississauga  
 and Toronto  
 Trane Company of Canada, Limited, Toronto

## MACHINERY

Black Clawson-Kennedy Ltd., Owen Sound  
 Canada Machinery Corporation Limited, Cambridge  
 Canadian Timken Limited, St. Thomas  
 Dorr-Oliver-Long Limited, Orillia

## TRANSPORTATION EQUIPMENT

Eaton Yale Ltd., Chatham  
 Essex International of Canada Ltd., St. Thomas

## ELECTRICAL PRODUCTS

Beach Foundry Limited, Ottawa  
 Hoover Company, Ltd., Hamilton  
 Philco-Ford of Canada Limited, Toronto  
 N. Slater Company, Division of Slater Steel  
 Industries Limited, Hamilton

## NON-METALLIC MINERAL PRODUCTS

Canadian Ohio Brass Company, Limited, Niagara Falls

## MISCELLANEOUS MANUFACTURING

Kodak Canada Limited, Brampton and Toronto

Auto Workers (CLC)  
 Auto Workers (CLC)  
 Auto Workers (CLC)  
 Auto Workers (CLC)

Steelworkers (AFL-CIO, CLC)  
 Electrical Workers (U.E.) (CLC)

Auto Workers (CLC)  
 Auto Workers (CLC)  
 Auto Workers (CLC)  
 Auto Workers (CLC)

Steelworkers (AFL-CIO, CLC)  
 Electrical Workers (U.E.) (CLC)

Auto Workers (CLC)  
 Machinists (AFL-CIO, CLC)

Auto Workers (CLC)  
 Electrical Workers (U.E.) (CLC)  
 Machinists (AFL-CIO, CLC)

Auto Workers (CLC)  
 Machinists (AFL-CIO, CLC)

Chemical Workers (AFL-CIO, CLC)

Chemical Workers (AFL-CIO, CLC)

Mar. 6  
 Jan. 11  
 Feb. 8  
 Jan. 10

Feb. 6  
 Feb. 7

Feb. 9  
 Mar. 7  
 Feb. 22

Mar. 9

Mar. 11

Jan. 16

## TRANSPORTATION

Air Canada, system-wide  
General Aviation Services Ltd., Toronto  
St. Lawrence Seaway Authority, Ontario and  
Quebec

Canadian Air Line Pilots Association (Ind.)  
Machinists (AFL-CIO, CLC)  
Railway, Transport and General Workers  
(CLC) (operation and maintenance, head-  
quarters and construction)

## COMMUNICATION

Government of Canada (Treasury Board)

Government of Canada (Treasury Board)

## ELECTRIC POWER, GAS AND WATER UTILITIES

Hydro-Electric Commission, City of Hamilton  
London City Public Utilities Commission

## RETAIL TRADE

Great Atlantic and Pacific Tea Company, Limited,  
Toronto  
National Grocers Co. Ltd., various locations  
in Ontario  
Toronto Fuel Oil Dealers, Toronto

Retail, Wholesale Employees (AFL-CIO, CLC)  
(warehouse employees)

Teamsters (Ind.)  
Teamsters (Ind.)

## EDUCATION AND RELATED SERVICES

Lakehead Board of Education, Thunder Bay  
McMaster University, Hamilton  
Queen's University, Kingston  
Sault Ste. Marie Board of Education  
Simcoe County Board of Education, Barrie  
York University, Toronto

Service Employees (AFL-CIO, CLC)  
Service Employees (AFL-CIO, CLC)  
Kingston Heating and Maintenance Workers  
(CLC)  
Canadian Union of Public Employees (CLC)  
Canadian Union of Public Employees (CLC)  
Canadian Union of Public Employees (CLC)

## COMMUNICATION

Council of Postal Unions (CLC) (postal  
clerks and letter carriers, full-time)  
Council of Postal Unions (CLC) (postal  
clerks and letter carriers, part-time)

Electrical Workers (I.B.E.W.) (AFL-CIO, CLC)  
Canadian Union of Public Employees (CLC)

Retail, Wholesale Employees (AFL-CIO, CLC)  
(warehouse employees)

Teamsters (Ind.)  
Teamsters (Ind.)

Service Employees (AFL-CIO, CLC)  
Service Employees (AFL-CIO, CLC)  
Kingston Heating and Maintenance Workers  
(CLC)  
Canadian Union of Public Employees (CLC)  
Canadian Union of Public Employees (CLC)  
Canadian Union of Public Employees (CLC)

PAGEISSUEUNIONINDUSTRY AND COMPANY**HEALTH AND WELFARE SERVICES**

Belleville General Hospital	Nurses' Association, Belleville General Hospital (Ind.)	Feb. 16
Hamilton Civic Hospitals	Nurses' Association, Hamilton Civic Hospitals (Ind.)	Feb. 17
Hotel Dieu Hospital, St. Catharines	Nurses' Association, Hotel Dieu Hospital (Ind.)	Mar. 15
Kingston General Hospital	Canadian Union of Public Employees (CLC) (non-professional employees)	Mar. 16
Metropolitan General Hospital and 3 other hospitals, Windsor	Service Employees (AFL-CIO, CLC)	Jan. 20
Ottawa General Hospital	National Federation of Services, Inc. (CNUTU) (non-medical employees)	Mar. 17
Queensway General Hospital Association, Toronto	Nurses' Association, Queensway General Hospital (Ind.)	Jan. 21
Religious Hospitalallers of Hotel Dieu of St. Joseph, Windsor	Service Employees (AFL-CIO, CLC)	Jan. 22
Rivervale Hospital, Toronto	Canadian Union of Public Employees (CLC)	Mar. 17
St. Catharines General Hospital, St. Catharines	Nurses' Association, St. Catharines General Hospital (Ind.)	Mar. 18
St. Mary's of the Lake Hospital, Kingston	St. Mary's of the Lake Hospital Employees' Association (Ind.)	Mar. 19
Salvation Army Grace Hospital, Windsor	Nurses' Association, Salvation Army Grace Hospital (Ind.)	Mar. 27
Stratford General Hospital	Nurses' Association, Stratford General Hospital (Ind.)	Feb. 18
Sudbury General Hospital of the Immaculate Heart of Mary	Nurses' Association, Sudbury General Hospital (Ind.)	Mar. 20
Victoria Hospital, London	Service Employees (AFL-CIO, CLC) (Registered Nursing Assistants group)	Feb. 19
<b>MOTION PICTURE AND RECREATIONAL SERVICES</b>		
Ontario Jockey Club (Thoroughbred Division)	Service Employees (AFL-CIO, CLC)	Mar. 22
<b>FEDERAL ADMINISTRATION</b>		
Government of Canada (Treasury Board)	Professional Institute (Ind.) (engineering and land survey group)	Mar. 22
Government of Canada (Treasury Board)	Public Service Alliance (CLC) (communications group)	Jan. 24

INDUSTRY AND COMPANYUNIONISSUEPAGE

## FEDERAL ADMINISTRATION (cont'd.)

Government of Canada (Treasury Board)	Public Service Alliance (CLC) (general technical group)	Jan.	24
Government of Canada (Treasury Board)	Public Service Alliance (CLC) (primary products inspection group)	Feb.	19
Government of Canada (Treasury Board)	Public Service Alliance (CLC) (technical inspection group)	Jan.	25
PROVINCIAL ADMINISTRATION			
Ontario Government	Civil Service Association of Ontario (Ind.) (operational services group)	Jan.	25
Ontario Government	Civil Service Association of Ontario (Ind.) (social service group)	Jan.	26
LOCAL ADMINISTRATION			
Oshawa City Corporation	Canadian Union of Public Employees (CLC) (inside employees)	Feb.	20
Waterloo Regional Board of Commissioners of Police, Waterloo	Waterloo Regional Police Association (Ind.)	Mar.	23

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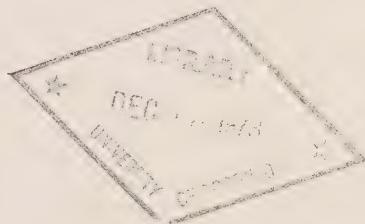
CANADA DEPARTMENT OF LABOUR

OTTAWA

ONTARIO MINISTRY OF LABOUR

TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
IN ONTARIO REACHED DURING APRIL 1973



Prepared jointly by the Canada Department of Labour  
and the Ontario Ministry of Labour



## C O N T E N T S

This report consists of summaries of 36 collectively bargained settlements in Ontario's non-construction industries in April 1973. This report also includes an addendum of 2 settlements which were received too late to be reported in the month in which it was ratified. The Canada Department of Labour reports on settlements for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements for bargaining units of 200 to 500 employees.

### Notes on Rates:

Two rates are consistently sought in reporting settlements; they are the after probationary rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. However, in some bargaining units these classifications do not exist and, in such cases, an attempt is made to report increases for a low rate and a high rate. For example, in an office bargaining unit, rates that might be reported could be a clerk's rate and a senior data control analyst's rate. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled occupation and for a skilled occupation in the bargaining unit.

Provisions in brackets refer to the previous agreement.

May 28, 1973



APRIL SETTLEMENTS REPORTED IN THIS ISSUE

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Joseph Brant Memorial Hospital of the Burlington - Nelson Hospital, Burlington	Nurses' Association, Joseph Brant Memorial Hospital (Ind.)	23
Canadian Food Products Sales Limited, Toronto	Retail, Wholesale Employees (AFL-CIO, CLC)	2
Canadian Wallpaper Manufacturers Limited, Toronto	Printing Pressmen (AFL-CIO, CLC)	6
Denison Mines Ltd., Elliot Lake	Steelworkers (AFL-CIO, CLC)	1
Dominion Glass Company Limited, Hamilton	Glass and Ceramic Workers (AFL-CIO, CLC)	11
Government of Canada (Treasury Board)	Public Service Alliance (CLC) (social science support group)	32
Great Atlantic and Pacific Tea Company, Limited, Toronto	Bakery Workers (AFL-CIO, CLC)	3
Greater Niagara General and St. Catharines General Hospitals, Niagara Falls and St. Catharines	Service Employees (AFL-CIO, CLC) (non-medical employees)	25
Greb Industries Limited, Kitchener	United Shoe Workers (AFL-CIO, CLC)	12
Hamilton Civic Hospitals	Canadian Union of Public Employees (CLC) (non-medical employees)	26
House of Seagrams (various distilleries), Quebec, Ontario, Manitoba and New Brunswick	Distillery Workers (AFL-CIO, CLC)	4
Hydro-Electric Power Commission of Ontario, Province-wide	Canadian Union of Public Employees (CLC)	16
I-T-E Circuit Breaker (Canada) Limited, (Eastern Power Devices Division), Mississauga	Electrical Workers (I.B.E.W.) (AFL-CIO, CLC)	9
Kingston City Corporation	Canadian Union of Public Employees (CLC)	35
Lake Ontario Steel Company Limited, Whitby	Steelworkers (AFL-CIO, CLC)	7
Lambton County Board of Education, Sarnia	Canadian Union of Public Employees (CLC)	21
M. Loeb (London) Limited, Barrie, Chatham, Kingston and London	Foodworkers (AFL-CIO, CLC)	20
Microsystems International Limited, Ottawa	Canadian Union of Communication Workers (Ind.)	10
National Research Council of Canada, Ottawa	Research Council Employees' Association (Ind.) (clerical and regulatory group, office equipment operation group)	33

<u>COMPANY</u>	<u>UNION</u>	<u>PAGE</u>
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Oshawa General Hospital	Nurses' Association, Oshawa General Hospital (Ind.)	26
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Patons & Baldwins (Canada) Limited, Toronto	Textile Workers Union (AFL-CIO, CLC)	5
Sangamo Company Limited, Toronto	Machinists (AFL-CIO, CLC)	10
Sarnia General Hospital	Service Employees (AFL-CIO, CLC)	28
Scarborough General Hospital	Canadian Union of Public Employees (CLC) (non-medical employees)	29
Sunnybrook Hospital and 4 other hospitals, Toronto	Service Employees (AFL-CIO, CLC) (non-medical employees)	30
Sunnybrook Hospital, Toronto	Service Employees (AFL-CIO, CLC) (office and clerical employees)	31
Toronto Board of Education	Toronto Building and Construction Trades Council (AFL-CIO, CLC) (maintenance and construction employees)	22
Toronto Electric Commission	Canadian Union of Public Employees (CLC) (hourly rated employees)	18
Toronto Hydro Electric System	Canadian Union of Public Employees (CLC) (clerical and technical employees)	17
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## MINING

Denison Mines Limited, at Elliot Lake - Local No. 5762, United Steelworkers of America (AFL-CIO/CLC): A 36 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1975, covering 605 employees, settled at the post conciliation bargaining stage.

Wages:	Effective	<u>Jan. 1/73</u>	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>
	General Increases	40¢	22¢	23¢
	General Labourer	\$3.79 (\$3.39)	\$4.01	\$4.24
	Electrician "A"	\$5.00 (\$4.60)	\$5.22	\$5.45

Shift Premium: 0 - 12¢ - 18¢ (0 - 10¢ - 16¢).

Sunday Premium: 50¢ (40¢) per hour; effective Jan. 1, 1974, 60¢ per hour and Jan. 1, 1975, 75¢ per hour.

Paid Vacation: Effective in the third year (1975), 5 weeks after 20 years, at 10% of previous year's earnings (new). A vacation bonus of \$20 per week in 1974 and \$30 per week in 1975 will be paid to employees with 2 years' service and who have worked not less than 1,400 hours during the vacation year.

Health and Welfare: Effective Jan. 1, 1974, married employees group life insurance coverage will be increased to \$9,000 (\$8,000) and to \$10,000 effective Jan. 1, 1975.

Weekly Indemnity Benefits - From the first day of accident or hospital confinement and the eighth day of illness (non-occupational) for a period of 32 weeks. Effective May 1, 1973, \$96 per week and effective Jan. 1, 1974, \$110 per week.

Long Term Disability Insurance - Benefits to commence when weekly indemnity benefits are exhausted and continue to age 65, recovery or death; effective Jan. 1, 1973, benefits amount to \$100 per month (no change), Jan. 1, 1974, \$150 per month and Jan. 1, 1975, \$200 per month.

The long-term disability benefits will be reduced by the combined amounts of other statutory benefits; weekly and long term benefits will not be retroactive to existing claims.

Blue Cross Extended Health Care Plan - provides 100% coverage after \$25 deductible per employee.

Effective June 1, 1973, Blue Cross Dental Plan No. 7 or equivalent comes into effect.

100% (90%) of the above Health and Welfare benefit premiums to be paid by the employer.

Pension Plan: Effective Jan. 1, 1973, benefits of \$5.25 (\$4.75) per month per year of service; benefits for service from Jan. 1, 1969 to Dec. 31, 1972, remain the same at \$4.75. Effective Jan. 1, 1973, a minimum total monthly pension is guaranteed to be not less than \$300 per month, including statutory pension benefits, if retired at 65 or later - up to age 70 if employee was 55 years of age or over on Jan. 1, 1969. Future increases in statutory pension benefits will reduce the minimum Denison supplement; however, the Denison Plan pension will not fall below the basic earned pensions described above. Statutory pension benefits received by the employee's wife will not affect the calculation of the employee's basic pension.

Jury Duty: Employer to pay difference between jury duty pay and employee's regular rate up to a maximum of 3 days per year.

#### **FOOD AND BEVERAGE**

Canadian Food Products Sales Limited at Toronto - Retail, Wholesale Employees, Local 461 (AFL-CIO, CLC): A 36 month renewal agreement effective from Feb. 1, 1973 to Jan. 31, 1976, covering 350 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Jan. 31, 1973).

Wages:	Effective	<u>Feb. 1/73</u>	<u>Feb. 1/74</u>	<u>Feb. 1/75</u>
General Increases		30¢	30¢	25¢
Additional Adjustments		10¢ for certain maintenance classifications		
Bakeshop Helper 2		\$2.94 - \$3.00 (\$2.64 - \$2.70)	\$3.24 - \$3.30	\$3.49 - \$3.55
Electrician		\$4.40 - \$4.45 (\$4.00 - \$4.05)	\$4.70 - \$4.75	\$4.95 - \$5.00

Probationary period is 45 working days. Maximum rates paid after 90 days.

Call-In Pay: Minimum of 3 hours' pay at straight time for all call-ins (previously employee received pay for actual hours worked for call-ins occurring less than 2 hours prior to starting time).

Shift Premium: 18¢ (15¢) per hour for hours worked between 6:00 pm. and 6:00 am. Premium does not apply to hours worked on Sunday up to 11:59 pm.

Pay for Work on a Paid Holiday: Effective Feb. 1, 1974, time and one-half (new) in addition to regular holiday pay.

Paid Vacations: 3 weeks after 6 (7) years, 4 weeks after 18 (19) years and 5 weeks (new) after 25 years. Effective Feb. 1, 1974, 4 weeks after 17 years. Effective Feb. 1, 1975, 4 weeks after 16 years.

The Great Atlantic and Pacific Tea Company, Limited at Toronto - Bakery Workers,  
Local 264 (AFL-CIO, CLC): A 24 month renewal agreement effec-  
tive from Mar. 17, 1973 to Mar. 16, 1975, covering 302  
employees, settled at the mediation stage. (Previous agree-  
ment expired Mar. 17, 1973).

<u>Wages:</u>	<u>Effective</u>	<u>Mar. 17/73</u>	<u>Mar. 17/74</u>
	General Increases	33¢	27¢
	Additional Adjustments		Maintenance of pay with reduction of hours in work week
	General Help (light duties)	\$3.70 (\$3.37)	\$4.22
	Maintenance Man	\$4.95 (\$4.62)	\$5.55
Probationary period is 30 working days. New employees receive 10¢ per hour less than rates shown above for the first 90 working days.			
<u>Shift Premiums:</u>	Effective upon ratification date, 18¢ (15¢) per hour for hours worked between 6:00 p.m. and 6:00 a.m.		
<u>Pay for Injury at Work:</u>	Employee receives pay for balance of shift during which he is injured at work (new).		
<u>Hours of Work:</u>	Effective Mar. 17, 1974, hours of work reduced to $37\frac{1}{2}$ per week guaranteed, with a daily guarantee of $7\frac{1}{2}$ (8) hours.		
<u>Paid Holidays:</u>	Effective Mar. 17, 1974, one half day before Christmas Day up to a maximum of $3\frac{1}{2}$ hours or, at employer's option, $3\frac{1}{2}$ hours' pay in lieu, is added for a total of $9\frac{1}{2}$ (9).		
<u>Leave of Absence:</u>	Up to 3 (2) employees with 2 (3) years' seniority may be granted unpaid personal leave of absence.		
<u>Paid Vacations:</u>	Effective in 1974, 5 weeks (new) after 25 years. Effective in 1975, 4 weeks after 12 (15) years.		
<u>Welfare:</u>	Employer agrees that in the event a dental care plan or a Christmas bonus is afforded to employees not represented by this union, same benefits will apply to employees covered by this contract.		
<u>Safety Shoes:</u>	Effective upon ratification date, employer pays \$9 (\$5) per year towards the cost of safety shoes.		

House of Seagrams (various distilleries) in New Brunswick, Québec, Ontario and Manitoba - Locals 48, 64, 73, 190, 191 and 200, Distillery, Rectifying, Wine and Allied Workers International Union of America (AFL-CIO/CLC): A 36 month renewal agreement effective from Feb. 1, 1973 to Jan. 31, 1976, covering 1,100 employees (200 employees in British Columbia have not accepted the agreement), settled at the bargaining stage.

<u>Wages:</u>	<u>Effective</u>	<u>Feb. 1/73</u>	<u>Feb. 1/74</u>	<u>Feb. 1/75</u>
General Increases		48¢	33¢	35¢
COLA Fold-in		14¢	-	-
Trades Adjustments		1¢-9¢	-	-
General Helper		\$4.29 (\$3.67)	\$4.62	\$4.97
Second Class Power House Engineer		\$5.46 (\$4.75)	\$5.79	\$6.14

Cost of Living Allowance: Effective Feb. 1, 1974, ceiling of 10¢; Feb. 1, 1975, ceiling of 10¢.

Paid Holidays: Effective Feb. 1, 1973, 1 additional for a total of 11.

Paid Vacation: Effective Feb. 1, 1973, 3 weeks after 5 (8) years' service, 5 weeks after 20 (25) years.

Health and Welfare: Retiree insurance \$1,000 paid up at age 60 (new).

Health premiums for retirees now paid from age 60 to 65.

Medical - Fully paid prescription drug plan (formerly \$25 deductible, 80% co-insurance).

Weekly Indemnity - Employee receives 6 hours' pay on the 2nd, 3rd, 4th and 5th days of illness (new). Benefits \$107 (formerly \$90 male, \$70 female) per week.

Long Term Disability - \$350 per month commencing after exhaustion of the 26-week sick pay benefit period and payable to age 65.

Pension Plan: Date of registration in plan now date of employment. Pension escalation to pensioners 2% to a maximum of 10%. 100% vesting after 10 years' service (10 years and age 45). Employees may retire at age 60 with 25 years' service and have no actuarial reduction. Actuarial reduction is now less for those retiring at age 55.

## PAPER AND ALLIED

Canadian Wallpaper Manufacturers Limited at Toronto - Printing Pressmen, Local 466 (AFL-CIO, CLC): A 24 month renewal agreement effective from Feb. 19, 1973 to Feb. 18, 1975, covering 300 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Feb. 18, 1973.)

Wages:	Effective	<u>Feb. 19/73</u>	<u>Feb. 17/74</u>
General Increases		10¢ per hour plus 8%	7%
Additional Adjustments		8¢ - 24¢ due to reclassifications	
General Help Finishing & Sample (reclassified to Group 22)		\$2.66 - \$2.81 (\$2.20 - \$2.34)	\$2.85 - \$3.01
Group 3 (includes Electrician)		\$4.43 - \$4.75 (\$4.00 - \$4.30)	\$4.74 - \$5.08

Probationary period is 60 calendar days. Probationary rate is 6¢ less for Group 22 and 7¢ less for Group 3 than minimum rates shown above. Maximum rates may be paid on merit.

Shift Premiums: 18¢ (17¢) per hour for second shift and 22¢ per hour (new) for third shift.

Overtime Pay: Time and one-half for first 3 hours worked on a Saturday (previously time and one-half up to 12:00 noon) and double time thereafter for all employees, except Stationary Engineers.

Pay for Work on a Sunday: Time and one-half (previously straight time) for hours worked for Stationary Engineers, scheduled to work on a Sunday as part of the regular work week.

Call-out Pay: Minimum of 2 hours' pay at time and one-half plus travelling allowance of \$4 (\$3).

Paid Holidays: Boxing Day is added for a total of 10 (9).

Paid Vacations: 4 weeks after 16 (17) years.

Welfare: Employer pays 100% of the premiums for OHIP (previously employer paid \$8.65 per month for single employees and \$20.25 for employees with family).

Clothing Allowance: Employer provides one pair of work pants and two work shirts each week for employees in maintenance department, excluding cleaners (new).

Widow's benefit is 55% of employee's pension after 10 years' service. Widow must be age 45, unless she has minor dependents.

Increased minimum pension \$100 per month after 10 years' service, increasing \$5 per month per year of service to \$150 per month after 20 years' service.

Bereavement Leave: Step-parent, step-child, step-sister and step-brother added for 3 days' paid leave.

Crown Witness: Employee receives the difference between Crown witness fee and his regular pay (new).

Meal Allowance: \$2.50 (\$2.00).

#### TEXTILE

Patons & Baldwins (Canada) Limited at Toronto - Textile Workers Union, Local 836  
(AFL-CIO, CLC): A 24 month renewal agreement effective from  
Apr. 30, 1973 to May 2, 1975, covering 200 employees, settled  
at the bargaining stage. (Previous agreement expired May 3,  
1973).

Wages:	Effective	<u>Apr. 30/73</u>	<u>Apr. 29/74</u>
Increases	20¢ for timeworkers; 8% for pieceworkers	15¢ for timeworkers; $5\frac{1}{2}\%$ for pieceworkers	
Additional Adjustments	5¢ - 16¢ for some classifications		
Time-Rated Classifications:			
Jobber	\$2.00 $\frac{1}{2}$ (\$1.82 $\frac{1}{2}$ )		\$2.17 $\frac{1}{2}$
Maintenance Mechanic	\$3.38 - \$3.53 (\$3.18 - \$3.33)	\$3.53 - \$3.68	
Shift Premiums:	15¢ (10¢) per hour for employees working on the second shift, 3:30 p.m. to 11:55 p.m.		
Paid Vacations:	3 weeks with vacation pay of 6% for employees who complete 7 (10) years' service at any time during the calendar year.		
Welfare:	Employer pays 75% of the premiums for OHIP (previously 90% of the premiums for OHSC) for full-time employees with 6 months' service and half of this amount for part-time employees.		

## PRIMARY METALS

Lake Ontario Steel Co. Ltd. at Whitby - Local 6571, United Steelworkers of America  
(AFL-CIO/CLC): A 36 month renewal agreement effective from Feb. 28, 1973 to Feb. 27, 1976, covering 520 employees, settled at the post conciliation bargaining stage.

	Effective	<u>Feb. 28/73</u>	<u>Feb. 28/74</u>	<u>Feb. 28/75</u>
Wages:	General Increases	48¢	20¢	15¢
	Job Class Increments	9.7¢ (9.2¢)	10.2¢	10.7¢
	Job Class 1 (includes Labourer)	\$3.71 (\$3.23)	\$3.91	\$4.06
	Job Class 20 (includes Electrician)	\$5.553 (\$4.978)	\$5.848	\$6.093
Cost of Living Allowance:	6¢ per hour float continues. Effective in the second and third contract year 1¢ per hour for each 0.6 change in the Consumer Price Index with 4¢ per hour cap each year. Maximum COLA 14¢ per hour in the third year.			
Shift Premiums:	Effective Feb. 28, 1974, 0 - 15¢ - 20¢ (0 - 12¢ - 16¢).			
Sunday Premium:	Effective April 4, 1973, 75¢ (50¢) per hour worked.			
Paid Vacation:	4 weeks after 15 (20) years' service. Vacation bonus of 20% of vacation pay if vacation is scheduled May to October inclusive and 25% for November to April inclusive.			
Health and Welfare:	Effective April 1973, employer pays 100% (75%) of premiums. Effective Feb. 28, 1974, group life insurance coverage is increased to \$10,000 (\$7,000). Sickness and accident weekly indemnity benefits are increased to \$90 (\$77); effective in 1974, \$95 and in 1975, to \$110 per week.			
	Effective Feb. 28, 1974, a long-term disability plan (new) will provide benefits of \$350 per month.			
	Effective Sept. 1, 1973, dental plan (new) based on 1971 Ontario Dental Association schedule of fees - \$25 deductible and 80-20 co-insurance.			
	Employer will pay cost of Extended Health Care Plan for pensioners.			
Pension Plan:	Basic pension benefit \$7 (\$5.75) per month per year of service.			
Supplemental Unemployment Benefit Plan:	Effective Feb. 28, 1973, SUB Plan (new) will be funded on basis of 1¢ per hour worked to maximum \$10,000. Contributions will recommence if Fund drops below \$5,000.			

Technological Change: Effective Feb. 28, 1973, employer contributes 1¢ per hour worked until Fund reaches \$10,000, with contribution to recommence if Fund drops below \$5,000.

For employees displaced because jobs have become redundant or downgraded, rates are to be maintained for a specified number of weeks, depending on length of service. Such employees will be retrained and assigned to a new job where possible.

Bereavement Leave: One day's paid leave in the event of death of grandparent, grandchild, brother-in-law and sister-in-law (new).

#### TRANSPORTATION EQUIPMENT

Whitaker Cable of Canada, Limited at Owen Sound - Electrical Workers, Local 574 (I.U.E.) (AFL-CIO, CLC): A 36 month renewal agreement effective from Mar. 1, 1973 to Mar. 1, 1976, covering 350 employees, settled at the mediation stage. (Previous agreement expired May 1, 1973).

Wages:	Effective	<u>Mar. 1/73</u>	<u>Mar. 1/74</u>	<u>Mar. 1/75</u>
	General Increases	15¢ - 26¢	13¢ - 21¢	12¢ - 20¢
	Additional Adjustments	15¢ for maintenance classifications		
Packer		\$1.91 - \$2.07 (\$1.76 - \$1.91)	\$2.03 - \$2.20	\$2.14 - \$2.32
General Maintenance "A"		\$3.43 - \$3.59 (\$3.03 - \$3.18)	\$3.63 - \$3.80	\$3.82 - \$4.00

Probationary period is 45 (60) calendar days. Maximum rates reached after 3 increments every 60 days.

Shift Premiums: 0 - 10¢ - 15¢ (0 - 8¢ - 12¢).

Paid Holidays: One additional unspecified day is added for a total of 10 (9).

Paid Vacations: 3 weeks after 8 (10) years.

Welfare: Employer pays 82% (75%) of the premiums for OHIP.

## ELECTRICAL PRODUCTS

I-T-E Circuit Breaker (Canada) Limited (Eastern Power Devices Division) at Mississauga - Electrical Workers, Local 1590 (I.B.E.W.) (AFL - CIO, CLC): A 21 month renewal agreement effective from Apr. 13, 1973 to Nov. 30, 1974, covering 211 employees, settled after a work stoppage. (Previous agreement expired Nov. 30, 1972).

Wages: Retroactive pay of 25¢ per hour for all hours worked for the period from Dec. 1, 1972 to Mar. 16, 1973.

Effective	<u>Apr. 13/73</u>	<u>Dec. 1/73</u>
General Increases	40¢	22¢
Additional Adjustments	Maximum rate to be automatic (previously granted on merit) for groups 4 to 10 after 18 months service or more	
Group 2 (includes Circuit Breaker Sub. Assembler)	\$3.52 - \$3.64 (\$3.12 - \$3.24)	\$3.74 - \$3.86
Group 9 (includes Maintenance Electrician)	\$4.24 - \$4.60 (\$3.84 - \$4.20)	\$4.46 - \$4.82

Probationary period is 45 paid working days within a 12 month period. Maximum rate for Group 2 reached after three 3 month increments of 4¢ each and for Group 9 after six 3 month increments of 6¢ each.

Shift Premiums: 0 - 16¢ - 17¢ (0 - 14¢ - 15¢).

Meal Allowance: \$1.75 (\$1.50) after 2 hours' overtime after regular shift with no prior notice.

Paid Vacations: 3 weeks after 7 (8) years, 4 weeks after 17 (18) years and 5 weeks (new) after 29 years.

Bereavement Leave: One day's paid leave (new) granted for employees unable to attend funeral upon the death of father, mother, spouse or child and, as previously 3 days' paid leave, to attend upon death of members of immediate family.

Welfare: Weekly indemnity benefits of \$75 (\$70) per week, payable from the first day of accident and eighth day of illness for a maximum of 26 weeks.

Effective Dec. 1, 1973, employer pays 60% (at present 50%) of the premiums for OHIP.

Microsystems International Limited at Ottawa - Canadian Union of Communication Workers (Ind): A 24 month renewal agreement effective from Feb. 9, 1973 to Feb. 9, 1975, covering 910 employees, settled at the post-conciliation bargaining stage.

Wages:	Effective	<u>Feb. 9/73</u>	<u>Feb. 9/74</u>
General Increases		8%	5½%
Tradesman Adjustment		10%	3%
<u>Weekly Rates</u>			
Assembler (unskilled)		\$92.88-\$101.52 (\$86.00-\$94.00)	\$97.76-\$106.85
Tool and Die Maker		\$196.02-\$215-03 (\$165.00-\$181.00)	\$212.51-\$233.10
Shift Premiums:	0 - 20¢ - 25¢ per hour (0 - \$1.15 - \$1.50 per shift).		
Overtime Pay:	Double time for all hours worked in excess of 10½ (12) hours per day.		
Paid Vacation:	3 weeks after 5 (8) years' service.		
Bereavement Leave:	Grandmother and grandfather included for 3 days' paid leave.		
Lead Hand Allowance:	50¢ (35¢) per hour.		

Sangamo Company Limited at Toronto - Machinists, Local 1755 (AFL-CIO, CLC): A 24 month renewal agreement effective from Mar. 31, 1973 to Mar. 30, 1975, covering 325 employees, settled at the bargaining stage. (Previous agreement expired Apr. 4, 1973.)

Wage:	Effective	<u>Mar. 31/73</u>	<u>Mar. 30/74</u>
General Increases		9% (25¢ - 41¢)	9% (27¢ - 45¢)
<u>Day Work Rates and Guaranteed Rates:</u>			
Labour Grade 10 (includes Assembler - Benchwork)		\$2.89 - \$3.19 (\$2.65 - \$2.93)	\$3.15 - \$3.47
Labour Grade 1 (includes Maintenance Electrician)		\$4.54 - \$5.01 (\$4.16 - \$4.60)	\$4.95 - \$5.46

Probationary period is 60 days of work within a 12-month period. Maximum rates reached after 4 three-month increments.

**Shift Premiums:** 0 - 25¢ - 27¢ (0 - 15¢ - 17¢).

**Paid Vacations:** 3 weeks after 5 (8) years, 4 weeks after 12 (18) years, 5 weeks after 22 (25) years, and 6 weeks (new) in the 25th year of service and each succeeding 5 years.

**Paid Holidays:** Civic Holiday is transferred to Christmas week to provide a full week's holiday in 1973. Employees will work a Saturday in December in lieu of Monday, Dec. 31, 1973.

**Welfare:** Life insurance and A.D. & D. benefits range from \$5,000 to \$10,000 for all employees (previously \$4,000 to \$8,000 for male employees or female employees who were the sole support of the family, and \$1,000 for all other female employees).

Effective Jan. 1, 1974, weekly indemnity benefits range from \$84 to \$132 (previously \$62 to \$80) per week, scaled according to Labour Grade, payable from the first day of accident and fourth day of illness for a maximum of 26 weeks.

Employer pays the full premiums for new dental plan which pays 80% of the fees under the Ontario Dental Association Schedule.

#### NON-METALLIC MINERAL PRODUCTS

Dominion Glass Company Limited at Hamilton - Local 203, United Glass and Ceramic Workers of North America (AFL-CIO/CLC): A 24 month renewal agreement effective from March 29, 1973 to March 28, 1975, covering 750 employees, settled at the conciliation officer stage.

<b>Wages:</b>	<u>Effective</u>	<u>Mar. 29/73</u>	<u>Mar. 29/74</u>	<u>Sept. 29/74</u>
	General Increases	40¢	23¢	22¢
	Classification Adjustments	1¢-33¢		
	General Labourer	\$3.56 (\$3.16)	\$3.79	\$4.01
	Electrician	\$4.59 (\$4.07)	\$4.82	\$5.04

**Shift Premiums:** 0 - 12¢ - 18¢ (0 - 11¢ - 16¢).

**Overtime Pay:** Double time for all hours worked in excess of 10 (12) consecutive hours. Regular scheduled hours worked on a statutory holiday will be paid at double time rate (time and one-half) in addition to normal holiday pay.

**Paid Vacation:** 3 weeks after 5 (6) years' service, 4 weeks after 16 (18) years.

**Health and Welfare:** Effective April 26, 1973, weekly indemnity benefits increase to 66 2/3% of weekly wage, maximum \$107 per week (\$60 per week for females, \$70 per week for males).

Pension Plan: Effective September 1, 1973, a pension plan will be instituted to provide benefits of \$5.50 per month per year of service, plus \$2.75 per month per year of past service since January 1, 1966. An additional feature of the plan provides the following benefits for employees retiring prior to 1976:

\$10 per month for retirees in 1975  
 \$20 per month for retirees in 1974  
 \$30 per month for retirees in 1973

The employer pays 100% of the costs (new).

Safety Shoes: A subsidy of \$7.50 (\$5.00) per pair of safety shoes purchased, will be paid by the employer.

#### MISCELLANEOUS MANUFACTURING

Greb Industries Limited at Kitchener - United Shoe Workers, Local 308 (AFL-CIO, CLC):  
 A 36 month renewal agreement effective from Apr. 2, 1973 to Mar. 28, 1976, with wage reopeners clause after 2 years, covering 500 employees, settled at the bargaining stage. (Previous agreement expired Feb. 25, 1973).

Wages: Settlement pay of \$1.75 per day worked during the period from Mar. 1 to Mar. 31, 1973, for all employees on the active payroll on Apr. 2, 1973.

<u>Effective</u>	<u>Apr. 2/73</u>	<u>Apr. 1/74</u>
General Increases	24¢	22¢

<u>Hourly Rated Operations:</u>		
Group E, Shoe Plant (includes Tableworker, Transporter Operator)	\$1.93 - \$2.53 (\$1.69 - \$2.29)	\$2.15 - \$2.75

Group A, Skate Plant (Toolmaker)	\$3.71 - \$4.41 (\$3.47 - \$4.17)	\$3.93 - \$4.63
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Probationary period is 3 months. Employees assigned to wages within rates shown above, depending on merit.

Shift Premiums: 0 - 10¢ - 14¢ (0 - 7¢ - 10¢). Effective Apr. 1, 1974, 0 - 11¢ - 15¢.

Overtime Pay: Time and one-half after standard work-day (new) and, as previously, after standard work-week.

Paid Holidays: Civic Holiday is added for a total of 10 (9).

Employees with 3 months' service absent due to jury duty receive statutory holiday pay (new) for holidays occurring during this leave of absence.

One additional day off with pay (new) for a holiday falling within an employee's vacation period.

Paid Vacations:	3 weeks after 9 (10) years and 4 weeks after 20 (25) years. Effective Apr. 1, 1974, 3 weeks after 8 years. Effective Mar. 31, 1975, 4 weeks after 19 years.
	Effective Apr. 1, 1974, 5 weeks (new) granted once only, for employees who have attained 35 years of service as of Apr. 1, 1974. Vacations must be taken by Mar. 31, 1975.
	Effective Apr. 1, 1974, 5 weeks (new), once only, for employees attaining 35 years of service. The fifth week must be taken during the first 12 months following date of anniversary.
Bereavement Leave:	Son-in-law, daughter-in-law, grandparents and grandchildren included in one day's paid leave.
Welfare:	Employer pays \$6.00 per month for single employees and \$12.00 per month for employees with dependents towards the premiums for OHIP (previously employer paid \$5.50 for single employees and \$11.00 for employees with dependents). Effective Apr. 1, 1974, employer pays \$7.00 for single employees and \$14.00 for employees with dependents. Effective Mar. 31, 1975, employer pays \$7.50 and \$15.00 respectively.
Work Sharing in Slack Periods:	Employees will share the work on their operation during slack periods, when plant is required to continue in operation, until the work falls below 32 hours per week for 3 (4) consecutive weeks, when layoffs will take place. The number of weeks may be extended on mutual consent.
Technological Change:	Employee with most seniority whose job is replaced by a job on a new machine, will have first opportunity for work on the new job provided he has the required qualifications (new).
Transfer of Older Workers:	Employee at age 60 or over with 25 years' service who is unable to continue on his own job due to age or health reasons may be transferred to more suitable work, provided such work is available and provided he does not displace an employee with more seniority (new).
Union Security:	Effective Apr. 1, 1974, compulsory union dues for all employees (previously applied to new employees only).

## TRANSPORTATION

Air Terminal Transport, Division of Charterways Transportation Limited at Mississauga - Teamsters, Local 352 (Ind.): A 34 month renewal agreement effective from Mar. 5, 1973 to Dec. 31, 1975, covering 245 employees, settled at the arbitration stage. (Previous agreement expired Dec. 31, 1972.)

Wages:	Effective	Jan. 1/73	Dec. 31/73	Dec. 30/74
	Increases	30¢ per hour for limousine drivers; 35¢ per hour for bus drivers	30¢ per hour for limousine drivers; 35¢ per hour for bus drivers	30¢
	Limousine Driver	\$3.76 (\$3.46)	\$4.06	\$4.36
	Bus Driver	\$4.31 (\$3.96)	\$4.66	\$4.96

Paid Vacations: Effective Jan. 1, 1974, 3 weeks after 5 (7) years.

Welfare: Weekly indemnity benefits increase to \$100 (\$75) per week, payable from first day of accident or eighth day of illness for a maximum of 26 weeks.

Effective July 1, 1973, employer pays 100% of the premiums for a new prescription drug plan with annual deductibles of \$10 for single employees and \$20 for families. The plan has no co-insurance.

Pension Plan: Employer pays \$2 per week (previously \$3 per month) into pension plan, and employees must continue to make equal or greater contributions each month. Effective Dec. 31, 1973, employer pays \$2.50 per week and effective Dec. 30, 1974, \$3 per week.

Job Security: Up to 10% of employees may sign up, for Spare Limousine Driver's Board, formed for short term peak operations (new). Employer will initially hire new employees for this need.

Drivers are guaranteed minimum call in of 4 hours and 45 hours' work per week.

Employees hired before the implementation of the spare Board shall not be laid off while Spare Board is in operation.

Spare Board shall become null and void in the event of lay-off of more than 10% of bargaining unit employees, and a temporary sign-up to be put in force for duration of lay-off.

## ELECTRIC POWER, GAS AND WATER UTILITIES

North York Borough Hydro Electric Commission - Canadian Union of Public Employees, Local 11 (CLC): Two 24 month renewal agreements effective from Apr. 1, 1973 to Mar. 31, 1975, covering 71 office and technical employees and 206 service and maintenance employees, settled at the bargaining stage. (Previous agreements expired Mar. 31, 1973).

Wages:	Effective	Apr. 1/73	Apr. 1/74
	General Increases	10%	7½%
<u>Office employees:</u>	\$121.70 - \$139.09	\$130.83 - \$149.52	
Group I (File Clerk)	(\$110.64 - \$126.45)		
Group III (includes Clerk-Typist)	\$150.66 - \$158.38 (\$136.93 - \$143.98)	\$161.96 - \$170.26	
Group IX (Programmer)	\$211.56 - \$225.04 (\$192.33 - \$204.58)	\$227.43 - \$231.92	

Probationary period is 6 months. Maximum rates reached after 2 annual increments.

<u>Maintenance employees:</u>		
Group 8 (includes Labourer)	\$4.39 - \$4.61 (\$3.99 - \$4.19)	\$4.72 - \$4.96
Group 3 (includes Lineman Journeyman)	\$5.87 (\$5.34)	\$6.31

Upon completion of probationary period of 6 months, labourer receives minimum rate shown and maximum rate after 2 annual increments.

Shift Premiums: 0 - 19¢ - 23¢ (0 - 17¢ - 19¢).

Relief Pay: Office employees who temporarily transfer to a higher rated classification receive rate of new classification after one (two) day(s).

Overtime Pay: Double time (previously time and one-half) for work on a Saturday or Sunday for office employees.

Time and one-half after regular hours of work and double time (previously time and one-half) for hours worked between 8:30 pm. to 8:00 am. Monday to Friday for office employees.

Pay for Work on a Paid Holiday: Time and one-half in addition to regular holiday pay for hours worked between 8:00 a.m. to 4:30 p.m. on a statutory holiday and double time (previously time and one-half) thereafter for office employees.

Paid Holidays: Rembrance Day, previously granted when it fell on a regularly scheduled work day is deleted and a "lieu day" granted which may not be taken with annual vacation , making a total of 11.

Paid Vacations: 3 weeks in the 5th year of service (previously after 5 years), 4 weeks in the 15th year (after 15 years) and 5 weeks in the 20th year (previously 4 weeks plus one day in each of the 21st to 25th years of service up to a maximum of 5 weeks).

Hydro Electric Power Commission of Ontario, province-wide - Canadian Union of Public Employees (CLC): A 36 month renewal agreement effective from April 1, 1972 to March 31, 1975 covering 12,000 employees settled at the arbitration stage.

Wages:	Effective	<u>April 1/72</u>	<u>April 1/73</u>	<u>April 1/74</u>
	General Increases	8%	7% (includes 1.5% COLA prepayment)	7% (includes 1.5% COLA prepayment)
	Labourer	\$3.92 (\$3.63)	\$4.19	\$4.49
	Lineman, Electrician	\$5.46 (\$5.06)	\$5.84	\$6.25

Weekly Rates

Typist (after 2 years)	\$131.99 (\$122.21)	\$141.22	\$151.10
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Cost of Living Allowance: Effective during the second and third year of the contract, wage rates will be adjusted by 3% or more if the Consumer Price Index moves at least 3% from the level published during April 1973. The general wage increases have provided a COLA prepayment of 1.5% for 1973 and 1974.

Paid Holidays: Effective in 1973, a floater added for a total of 11.

Paid Vacation: Effective in 1973, 3 weeks after 4 (5) years' service; effective in 1974, 3 weeks after 3 years.

Health and Welfare: Employer pays 100% of cost of OHIP premiums for temporary employees with 4 months' service (formerly employee paid 100%).

Toronto Hydro Electric System - Local 1, Canadian Union of Public Employees (CLC)  
(clerical and technical employees): A 24 month renewal agreement effective from Feb. 1, 1973 to Jan. 31, 1975, covering 500 employees, settled at the bargaining stage.

Wages:	Effective	<u>Feb. 1/73</u>	<u>Feb. 1/74</u>
	General Increases	6%	5%
	Weekly Rates - Clerk 1	\$101.30-\$148.35 (\$ 94.45-\$138.85)	\$106.35-\$155.75
	Meter Reader	\$174.35-\$187.95 (\$163.40-\$176.20)	\$183.05-\$197.35
	Technical Assistant Gr. 4	\$228.70-\$263.05 (\$214.65-\$246.95)	\$240.15-\$276.20
Retroactivity:	Wage rates only are retroactive and apply to employees on pay roll on date of ratification.		
Shift Premiums:	Weekdays, 0 - 14¢ - 18¢ (0 - 12¢ - 16¢); weekend, 18¢ (16¢).		
Overtime:	Non-shift employees - double time for hours worked on Saturdays and Sundays (Saturday double time from 1 a.m. to regular starting time, time and one-half from regular starting time to regular stopping time, and double time from then until midnight; Sunday, double time). Shift employees - double time for hours worked on scheduled off days (first day off, double time; second day off, time and one-half for first 8 hours, double time thereafter).		
Standby Pay:	\$16 (\$12) for a 2-day period and \$24 (\$18) for a 3-day period.		
Work on Paid Holidays:	Non-shift employees - double time plus holiday pay (double time). Shift employees - double time plus a day off in lieu. Lieu days may accumulate for a period of 12 months from date earned. (Formerly double time for hours worked in excess of scheduled shift).		
Paid Vacation:	3 weeks in the 5th (7th) and subsequent years of service, 4 weeks in the 15th (17th) and subsequent years. An additional day's vacation in the 21st and subsequent years to 5 weeks in the 25th and subsequent years (no change).		
Pension Plan:	Effective Feb. 1, 1974, pensions will be based on the Ontario Municipal Employees' Retirement System Formula 3, which provides for normal retirement at age 65 with early retirement allowed at age 55 with 30 years' service and retirement at age 55 with permanent partial disability. The employer may retire any employee with 35 years' service at age 55 or over.		

**Demotion:** An employee demoted due to a low Service Review Record will receive the greater of the wage rate of the new classification or an immediate reduction in wages based on seniority ranging from a 1-step reduction with 20 or more years' service to a 4-step reduction with less than 10 years' service. The employee's wage rate will continue to be reduced 1 step per year until it falls within the new classification (new).

If an employee's license is suspended for a period of up to 6 months, his wage rate will be reduced 1 step and when he regains the license, he will be allowed to return to his former classification and wage rate (previously he was paid the rate of the lower position and his return to the licensed position was subject to recommendation of the Labour-Management Committee).

**Notice of Lay-off:** 90 (60) days.

**Bereavement Leave:** Relative residing in the employee's home included for up to 3 days' paid leave. One day's paid funeral leave in the case of the death of the employee's brother-in-law or sister-in-law (new).

When death of relative occurs while employee is on vacation, vacation leave will be changed to bereavement leave (new).

**Meal Allowance:** \$2.50 (\$2.00).

Toronto Electric Commission - Local 1, Canadian Union of Public Employees (CLC)  
(hourly rate employees): A 24 month renewal agreement effective from Feb. 1, 1973 to Jan. 31, 1975, covering 500 employees, settled at the bargaining stage.

Wages:	Effective	<u>Feb. 1/73</u>	<u>Feb. 1/74</u>
	General Increases	6%	5%
	Labourer	\$4.30 (\$3.79)	\$4.52
	Journeyman "A"	\$5.65 (\$5.33)	\$5.93

**Retroactivity:** Wage rates only are retroactive and apply to employees on payroll on date of ratification.

**Pension Plan:** Effective Feb. 1, 1974, pensions will be based on the Ontario Municipal Employees' Retirement System Formula 3, which provides for normal retirement at age 65 with early retirement allowed at age 55 with 30 years' service and retirement at age 55 with permanent partial disability. The employer may retire any employee with 35 years of service at age 55 or over.

**Bereavement Leave:** Relative residing in employee's home included for up to 3 days' paid leave.

Meal \$2.50 (\$2.25).

**Allowance:**

Safety Footwear \$35 (\$30) per year for Overhead Linemen, Troublemens and Foremen C,  
Allowance: \$25 (\$20) for other employees.

Tool Replace- \$35 (\$25) per year.  
ment:

The Windsor Utilities Commission - Electrical Workers, Local 911 (I.B.E.W.)

(AFL-CIO, CLC): A 27 month renewal agreement effective from Jan. 1, 1973 to Mar. 31, 1975, covering 273 employees, settled after a work stoppage. (Previous agreement expired Dec. 31, 1972).

Wages:	Effective	<u>Jan. 1/73</u>	<u>Jan. 1/74</u>
	General Increases	7%	7%
	Cost-of-Living Fold-In	23¢ cost-of-living incorporated into wage rates	
	Labourer	\$4.72 (\$4.18)	\$5.05
	Lineman	\$5.96 (\$5.34)	\$6.38

Cost-of-Living Allowance: Effective Jan. 1, 1975, 1¢ per 0.5 change in the Consumer Price Index above the October 1974 base to be adjusted quarterly, (at present, allowance is suspended).

Weekend Premium: 20¢ per hour (new).

Paid Vacations: Full day before Christmas Day and full day before New Year's Day are granted in lieu of Remembrance Day and half day previously taken before Christmas or New Year's, making a total of 12 (11-1/2).

Paid Holidays: 4 weeks for employees in 15th (16th) calendar year of service. Effective in 1974, 4 weeks for employees in 14th calendar year.

Welfare: Effective Jan. 1, 1974, employer pays 50% (new) of the premiums for a dental care plan. Effective Jan. 1, 1975, employer pays 100%.

Employer and union share cost of the premiums for life insurance, OHIP and prescription drug plan for the period of the work stoppage.

Technological Change: No member of the bargaining unit as of Jan. 1, 1972 shall be laid off due to technological changes in procedures if other employment with the Commission for such member is available, and it is expressly understood and agreed that management will discuss with the union any such contemplated reduction becoming effective (new).

Contracting Out: The Commission shall retain the right to contract out work but no regular employee will be laid off as the direct result of this action (new).

## RETAIL TRADE

M. Loeb (London) Limited, licensed operator of K-Mart Foods and its retail food stores at Barrie and Chatham, M. Loeb (London) Limited at its retail food stores at Huron and Highbury Streets at London and M. Loeb (London) Limited, carrying on business under the name of K-Mart Foods at its retail food stores at Kingston - Food Workers, Locals 633 and 175 (AFL-CIO, CLC): A renewal agreement effective from Jan. 31, 1973 for all locations, except Chatham where agreement is effective from Oct. 26, 1972 to Dec. 15, 1974, covering 120 full-time and 175 part-time employees, settled at the mediation stage. (Previous agreements expired Jan. 30, 1973 and Oct. 25, 1972.)

Wages:	Effective	<u>Jan. 31/73</u>	<u>Jan. 31/74</u>
Increases	\$13 per week for full-time cashiers and wrapper-attendants, \$14 for all other employees except department managers who receive \$17; 30¢ per hour for part-time employees		Same weekly increases apply for full-time employees; 25¢ per hour for part-time employees
Additional Adjustments	Previous "student" rate reclassified to "non-student" rate		
Full-time employees:			
Cashier and Wrapper Attendant	\$108.00 - \$151.50 (\$95.00 - \$138.50)		\$121.00 - \$164.50
Production Clerk	\$119.00 - \$172.50 (\$105.00 - \$158.50)		\$133.00 - \$186.50
Meat Cutter	\$125.50 - \$192.50 (\$111.50 - \$178.50)		\$139.50 - \$206.50
Part-time employees:			
Rate	\$1.90 - \$3.30 (\$1.70 - \$3.00)		\$2.15 - \$3.55

Probationary period is 22 days worked. Maximum rates reached after 18 months for Cashier and Wrapper Attendant, after 27 months for Production Clerk and after 30 months for Meat Cutter.

Probationary period is 22 days worked. Maximum rates for part-time employees reached after 36 months.

Night Shift Premium: Effective ratification date, 35¢ (22½¢) per hour.

Scheduling of Work Week: All employees except Department Heads receive 2 consecutive days off once every four weeks (new).

Evening Opening Bonus: \$2.00 (previously \$1.50) for first evening employee is scheduled to work during evening shopping hours, \$2.00 for second evening and \$2.50 for third evening.

Christmas Bonus: Effective in 1973, \$10 (new) for part-time employees with 12 months' service. Effective in 1974, bonus increases to \$15.

Job Transfers: Part-time employees who transfer to a full-time position are credited with 50% of service up to a maximum of 12 months (new).

Paid Holidays: Employee's birthday is added for a total of 10 (9).

Paid Vacations: 4 weeks (new) after 12 years.

Welfare: Effective Jan. 1, 1974, weekly indemnity benefits increase to 60% (at present 50%) of salary, payable from the first day of accident and fourth day of illness for a maximum of 13 weeks.

Effective July 1, 1973, employer contributes 5¢ per hour (new) into the province-wide retail employees' dental plan.

#### EDUCATION AND RELATED SERVICES

Lambton County Board of Education at Sarnia - Canadian Union of Public Employees, Locals 1019 and 986 (CLC): Two 23 month renewal agreements effective from Apr. 10, 1973 to Feb. 28, 1975, cover 206 custodial employees and 33 maintenance employees, settled at the bargaining stage. (Previous agreement expired Feb. 28, 1973).

Wages:	Effective	Mar. 5/73	Mar. 4/74
	Increases	6¢ - 22¢	6¢ - 22¢
	Cleaner	\$2.94 - \$3.04 (\$2.84 - \$2.94)	\$3.04 - \$3.34
	Custodian	\$3.78 - \$4.02 (\$3.72 - \$3.82)	\$3.84 - \$4.22
	Tradesman (includes Electrician)	\$4.86 (\$4.63)	\$5.08

Probationary period is 90 days worked and may be extended to 180 days. Maximum rates for Cleaner and Custodian apply after probationary period (previously after 6 months' service).

Meal Allowance: \$3.00 (\$2.50) after 2 hours' overtime after a regular shift, with no prior notice.

Paid Vacations: 4 weeks after 13 (14) years and 5 weeks after 22 (23) years.

Sick Leave: One hour of sick leave for 10 hours worked (previously 2 days per month) up to a maximum of 26 (24) days per year.

An employee may contribute 2 days of own sick leave to assist a fellow employee who has used up his credits (new).

Leave of Absence: One day off without pay (new) granted to attend graduation of a son or daughter, or wedding of son, daughter, brother or sister.

Pension Plan: Supplemental OMERS plan to be studied and put into effect as of July 1, 1973, provided that both parties find cost satisfactory (new). In the event that plan is implemented, employer's share of life insurance, OHIP extended health care plan and semi-private hospitalization is reduced to 66-2/3 % (at present 75%).

Safety Shoes: Employer pays 50% (new) of the cost of safety shoes up to a maximum of \$7.50 per year.

Contracting Out: No permanent custodial employee will be involuntarily relocated more than 5 miles from his residence or normal reporting base as a direct result of "Contracting Out of Custodial Services"(new).

No permanent custodial employee as of signing date of this agreement shall be laid off on account of contracting out of any present custodial services.

Buildings not included in geographic areas specified in this agreement will be available for contracting out of custodial services.

Toronto Board of Education - Toronto Building and Construction Trades Council (AFL-CIO/CLC) (maintenance and construction employees): A 9 month renewal agreement effective from April 2, 1973 to Dec. 31, 1973, covering 500 employees, settled at the bargaining stage.

Wages:	Effective	<u>Jan. 1/73</u>	<u>Apr. 1/73</u>
	Plasterer's	\$5.09	\$5.19
	Labourer		
	Electrician	\$7.28	\$7.39

(Former wage rates were based on hourly rates as listed in the Metropolitan Fair Wage Schedule).

**Retroactivity:** Wages only are retroactive to Jan. 1, 1973. Employees on the payroll both on the date of ratification and Jan. 1, 1973, will receive an amount equal to the difference between the rate paid for their applicable trade as of Dec. 31, 1971 and the rate effective Jan. 1, 1973, for all hours earned from Jan. 1, 1973 to date of ratification.

In addition, employees are entitled to a lump sum payment in an amount equal to the difference between their rates as of Dec. 31, 1971 and the rates which would have been payable to them for the calendar year 1972 under the previous agreement for all hours earned during 1972.

**Health and Welfare:** The employer will pay 100% (66 2/3%) of premium cost of OHIP. The employer will pay 100% of premium cost of Blue Cross Extended Health Care Plan with deductibles of \$25-\$50 and 80-20% co-insurance feature (previously employee paid 100% of premium cost for extended health care coverage).

All employees qualify for above benefits (formerly after 1 year's service).

**Probationary Period:** 6 months' service in any 12-month period.

## HEALTH AND WELFARE SERVICES

Joseph Brant Memorial Hospital of the Burlington-Nelson Hospital at Burlington - Nurses' Association, Joseph Brant Memorial Hospital (Ind.): A 12 month renewal agreement effective from Jan. 26, 1973 to Jan. 25, 1974, covering 325 employees, settled at the bargaining stage. (Previous agreement expired Jan. 25, 1973).

<b>Wages:</b>	<b>Effective</b>	<u>Jan. 26/73</u>
	General Increases	\$40 per month for full-time nurses; \$1.90 - \$2.00 per day for part-time nurses
	Registered Graduate Nurse	\$650 - \$760 (\$610 - \$720)
	Charge Nurse	(\$720 - \$830) (\$680 - \$790)
	Regular part-time Registered Nurse	\$31.80 - \$37.15 (\$29.85 - \$35.20)
	Probationary period is 3 months for full-time nurses and 60 working days for part-time nurses. Maximum rates for full-time nurses reached after 5 annual increments and for part-time nurses after 5 increments every 245 working days.	

Shift Premiums: 0 - \$1.10 - \$1.10 (0 - \$1.00 - \$1.00).

Sick Leave: Maximum accumulation of sick leave credits is 162 (126) days.

Welfare: Employer pays 80% (75%) of the premiums for HOGLIP and OHIP.

Brantford General Hospital and St. Joseph's Hospital at Brantford - Service

Employees, Local 204 (AFL-CIO, CLC): Two 24 month renewal agreements effective from Jan. 1 , 1973 to Dec. 31, 1974, covering 350 employees at Brantford General and 110 at St. Joseph's Hospital, settled at the conciliation officer stage. (Previous agreements expired Dec. 31, 1972).

Wages:	Effective	<u>Jan. 1/73</u>	<u>Sept. 1/73</u>
Increases	\$25 per month for all employees, except R.N.A.'s who receive \$30 and Mechanical group which receives \$32		Same increase applies as shown under Jan. 1, 1973
Additional Adjustments	\$20 for Repairman 2 at Brantford General, \$20 for C.S.R. and O.R. Aides, \$20 for Cooks and Bakers		\$10 for Repairman 2, \$20 for Cooks and Bakers
Ward Aide (Housekeeping)	\$395 - \$425 (\$370 - \$400)		\$420 - \$450
Porter	\$485 - \$515 (\$460 - \$490)		\$510 - \$540
Registered Nursing Assistant	\$505 - \$550 (\$475 - \$520)		\$535 - \$580
Orderly	\$535 - \$565 (\$510 - \$540)		\$560 - \$590
Repairman 1A (Brantford General)	\$707 - \$737 (\$675 - \$705)		\$739 - \$769
Effective		<u>June 1/74</u>	<u>Aug. 1/74</u>
Increases	\$20 for all employees, except R.N.A.'s who receive \$25 and Mechanical group which receives \$26		\$5 for R.N.A.'s
Additional Adjustments	\$10 for Repairman 2, \$20 for Cooks and Bakers		

Ward Aide	\$440 - \$470	\$440 - \$470
Porter	\$530 - \$560	\$530 - \$560
R.N.A.	\$560 - \$605	\$565 - \$610
Orderly	\$580 - \$610	\$580 - \$610
Repairman 1A	\$765 - \$795	\$765 - \$795

Probationary period is 60 working days. Maximum rates reached after 2 years.

Paid Vacations: 3 weeks after 5 (6) years. Effective in 1974, 4 weeks after 15(16) years

Bereavement Leave: One day's paid leave (new) granted upon the death of sister-in-law or brother-in-law.

Welfare: Effective May 1, 1973, employer pays 90% (75%) of the premiums for OHIP. Effective Jan. 1, 1974, employer pays 100%.

Effective May 1, 1973, employer pays 100% of the first \$2,000 life insurance coverage and 75% of remaining coverage in HOGLIP (previously employer paid 75%).

Greater Niagara General Hospital and St. Catharines General Hospital at Niagara Falls and St. Catharines - Local 204, Service Employees International Union (AFL-CIO/CLC) (non-medical employees): A 24 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 625 employees, settled at the conciliation officer stage.

Wages:	Effective	<u>Jan. 1/73</u>	<u>Aug. 27/73</u>	<u>June 3/74</u>	<u>July 29/74</u>
	Increases	13.0%-18.2%	over term of agreement		
	Monthly Rates	(period to maximum 12 months)			
	Labourer	\$491-\$516 (\$466-\$491)	\$516-\$541	\$536-\$561	-
	R.N.A.	\$535-\$560 (\$505-\$530)	\$565-\$590	\$590-\$615	\$595-\$620
	Orderly (certified)	\$550-\$575 (\$525-\$550)	\$575-\$600	\$595-\$620	-

Shift Premium: \$1.00 shift premium, as applicable to permanent employees, will be paid to temporary employees (new).

Shift Scheduling: Will be arranged so that an employee will receive a minimum of 23 hours off between a change-over of shifts (new).

Health and Welfare: Effective May 1, 1973, employer pays 100% (90%) of OHIP premiums.

Seniority: Effective April 9, 1973, after 45 days' service, an employee's seniority will be retroactive to 2 calendar months prior to the 45th day worked.

Hamilton Civic Hospitals at Hamilton - Local 794, Canadian Union of Public Employees (CLC): A 12 month renewal agreement effective from May 1, 1973 to April 30, 1974, covering 1,650 employees, settled at the bargaining stage.

Wages: Effective May 1/73

General Increase	6.6%
	(approx.)

#### Weekly Rates

Ward Aide 1 (1st year)	\$103.83 (\$ 97.40)
Lab. Technologist Gr. 3 (4th year)	\$186.34 (\$174.80)

Shift Premiums: 0 - \$1.10 - \$1.10 (0 - \$1.00 - \$1.00).

Premium Pay for Work on Weekend: Employees required to work 4 weekends in a row, are to be paid time and one-half for all hours worked on the 4th weekend.

Paid Vacation: 4 weeks after 14 (15) years' service.

Health and Welfare: Employer pays 80% (75%) of OHIP and group life insurance premiums.

Oshawa General Hospital - Nurses' Association, Oshawa General Hospital (Ind.): A 12 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1973, covering 470 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Dec. 31, 1972.)

Wages: Effective Jan. 1/73

General Increase	\$40 per month for full-time employees with part-time rates increased proportionately
Additional Adjustments	Average increase of \$2 on the increments, weighted at the top of the ranges.

**Graduate Nurse,  
Registered in Ontario**                            \$645 - \$756  
    (\$605 - \$710)

**Nurse Teacher**                                        \$728 - \$854  
    (\$688 - \$808)

Probationary period is 3 months. Maximum rates reached after 5 years.

**Shift Premiums:** Effective upon signing date, 0 - \$1.10 - \$1.10 (0 - \$1.00 - \$1.00).

**Welfare:** Effective upon signing date, employer pays 80% (75%) of the premiums for HOGLIP, OHIP, and semi-private hospitalization.

Ottawa Civic Hospital - Local 576, Canadian Union of Public Employees (CLC)  
(non-professional): A 15 month renewal agreement effective from Jan. 1, 1973, to March 31, 1974, covering 1,450 employees, settled at the arbitration stage.

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 1/73</u>	<u>April 1/73</u>	<u>Sept. 1/73</u>
General Increases		\$10 per week	-	\$5 per week
Adjustment for cleaners and tradesmen		-	\$5 per week	-

Weekly Rates

Clerk 1	\$110.50-\$120.63 (\$100.50-\$110.63)	-	\$115.50-\$125.6
Orderly	\$123.60-\$138.00 (\$113.60-\$128.00)	-	\$128.60-\$143.0
Plasterer	\$174.00 (\$164.00)	\$179.00	\$184.00

**Hours of Work:** Effective April 30, 1973, 40 (37½) hours per week for support service employees.

**Shift Premium:** \$1.15 (\$1.00) per shift.

**Overtime:** Time and one-half for all time in excess of 7½ (8) hours. Double time after 4 hours overtime (new).

**Paid Vacations:** 4 weeks after 12 (15) years' service.

**Health and Welfare:** Employer pays 75% (66 2/3%) of HOGLIP. Employer pays 100% (75%) of hospital medical plan.

Sick Leave: The previous provision for cash-out of unused sick leave credits upon termination will be extended to include death.

Retirement Allowance: Maximum 180 (125) days accumulated sick leave credits.

Sick Leave Bank: The Union requested the setting up of a Sick Leave Bank wholly funded by employees to be comprised of the unused portion of sick leave of employees upon termination or retirement, to be used by current employees who have exhausted their sick leave credits and are still unable to return to work. The plan will be governed by a joint union-employer committee.

The board recommended that the parties attempt to negotiate such a plan with a view to its coming into force Jan. 1, 1974.

Contracting Out: No work is to be contracted out which would result in an employee in the bargaining unit being laid off or suffering a reduction in his regular hourly-rated pay (new).

Sarnia General Hospital - Service Employees, Local 220 (AFL-CIO, CLC): A 24 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 241 employees, settled at the arbitration stage. (Previous agreement expired Dec. 31, 1972.)

Wages:	Effective	Jan. 1/73	Aug. 28/73	May 7/74	Nov. 26/74
	Increases	15¢ - 22¢	15¢ - 20¢	13¢ - 22¢	10¢ for 1st & 2nd Cooks; 20¢ for Head Cooks
	Housekeeping Maid	\$2.25-\$2.40 (\$2.08-\$2.23)	\$2.41-\$2.56	\$2.58-\$2.73	\$2.58-\$2.73
	Porter	\$2.86-\$3.01 (\$2.69-\$2.84)	\$3.06-\$3.21	\$3.23-\$3.38	\$3.23-\$3.38
	Registered Nursing Assistant	\$2.90-\$3.05 (\$2.68-\$2.83)	\$3.10-\$3.25	\$3.28-\$3.43	\$3.28-\$3.43
	Orderly	\$3.00-\$3.15 (\$2.85-\$3.00)	\$3.15-\$3.30	\$3.28-\$3.43	\$3.28-\$3.43
	Maintenance Man (Certified)	\$4.36 (\$4.15)	\$4.56	\$4.73	\$4.73

Probationary period is 45 working days within 5 months. Maximum rates reached after 2 six-month increments.

**Shift Premiums:** 0 - 12½¢ - 17¢ (0 - 12½¢ - 12½¢).

**Stand-by Pay:** Effective Jan. 1, 1974, \$5 (\$4.50) for each 8 hours of stand-by.

**Paid Vacations:** 3 weeks after 5 (6) years, 4 weeks after 15 years and 5 weeks after 20 years (previously, one additional day per year to a maximum of 5 weeks, commencing with the 16th year of service).

**Welfare:** Employer pays 90% (75%) of the premiums for HOGLIP and OHIP. Effective Jan. 1, 1974, employer pays 100%.

Effective Apr. 1, 1973, employer pays 90% (new) of the premiums for prescription drug plan with deductibles of \$10 for single and \$20 for married employees. Effective Jan. 1, 1974, employer pays 100%.

Scarborough General Hospital at Scarborough - Canadian Union of Public Employees (CLC): A 12-month first agreement effective from April 1, 1973 to March 31, 1974, covering 520 employees, settled at the conciliation officer stage.

<u>Wages:</u>	<u>Effective</u>	<u>Apr. 1/73</u>	<u>Nov. 1/73</u>	<u>Jan. 1/74</u>
<u>Increases</u>		Range from 6% to 15.6% over term of agreement		
<u>Monthly Rates</u>				
Aide		\$406-\$421 (\$380-\$395)	\$421-\$435	\$430-\$445
R.N.A.		\$482-\$518 (\$438-\$492) Period to maximum 2 (3) years	\$507-\$537	\$520-\$555
J Journeyman Electrician		\$735-\$766 (\$710-\$740)	\$751-\$780	\$770-\$801

**Hours of Work:** 8 hours per day and an average of 80 hours per 2-week period.

**Shift Premium:** \$1.00 for each evening and night shift if required to rotate at least once in each 6-month period (new).

**Overtime:** Time and one-half in excess of 8 hours per day or 80 hours in a 2-week period (previously time off in lieu or time and one-half over 96 hours).

**Shift Scheduling:** Not more than 7 consecutive days of work without days off, with time and one-half for any time worked in excess of 7 days (new).

Not less than 16 hours off between shifts with time and one-half for all hours worked in the period less than 16 hours (new).

Reporting Pay: Guaranteed minimum of 4 (3) hours' work or 4 (3) hours' pay in lieu at straight time.

Call-back Pay: Guaranteed minimum of 3 (2) hours' pay at time and one-half.

Paid Holidays: Employment anniversary date added for a total of 10.

Pay for Work on Holiday: Time and one-half (straight time) in addition to holiday pay.

Paid Vacation: 2 weeks after 1 year (no change), 3 weeks after 6 (8) years and 4 weeks (new) after 16 years.

Health and Welfare: Hospital pays 80% (75%) of OHIP premiums, 75% (66 2/3%) of life insurance (HOGLIP) and 75% (50%) of disability insurance (HOODIP).

Bereavement Leave: Up to 3 days' paid leave to arrange for or to attend the funeral of a member of the immediate family, i.e., spouse, child, sister, brother, parent, parent-in-law, grandparent (no change); sister-in-law or brother-in-law (new).

Maternity Leave: In accordance with the provisions of the Employment Standards Act (no change); with a further extension up to a maximum of 6 weeks' leave if a medical necessity (new).

Uniform Allowance: \$4.00 per month to R.N.A. (new).

Meal Allowance: \$1.50 for overtime work in excess of 3 hours (new).

Probationary Period: 3 months.

Union Security: Union dues checkoff compulsory for all employees (new).

Job Posting: Initial vacancies to be posted for 5 consecutive working days, exclusive of Saturdays and Sundays (new).

Rest Periods: Two 15-minute rest periods per shift (new).

Sunnybrook Hospital and four other Toronto area hospitals (Toronto East General and Orthopaedic, Baycrest, Toronto Hospital Weston and the Clarke Institute of Psychiatry) - Locals 204 and 777, Service Employees International Union (AFL-CIO/CLC): A 24 month renewal agreement effective from April 1, 1973 to March 31, 1975, covering 1,725 employees, settled at the conciliation officer stage.

The terms reported are for Sunnybrook Hospital. The general terms apply to the other hospitals but there are some individual classification adjustments.

<u>Wages:</u>	<u>Effective</u>	<u>Apr. 1/73</u>	<u>Dec. 1/73</u>	<u>Aug. 1/74</u>
Monthly Increases		\$25	\$25	\$20
<u>Adjustments:</u>				
R.N.A.'s		\$5	\$5	\$5
Maintenance Trades		\$7	\$7	\$6
Ward Aide		\$403-\$425 (\$378-\$400)	\$428-\$450	\$448-\$470
R.N.A.		\$505-\$550 (\$475-\$520)	\$535-\$580	\$565-\$610
Nursing Orderly		\$545-\$565 (\$520-\$540)	\$570-\$590	\$590-\$610
Electrician		\$722-\$762 (\$690-\$730)	\$754-\$794	\$780-\$820

Paid Vacation: 3 weeks after 5 (6) years of service.

Health and Welfare: Employer pays 100% of first \$2,000 life insurance and 75% of remainder.

Employer pays 90% (75%) of OHIP and effective April 1, 1974, 100%.

Effective Aug. 1, 1974, all employees are eligible for the same Blue Cross Extended Health Care program which is in effect at each of the hospitals at the present time. The Hospitals will pay 50% of the cost. Clarke Institute - \$25-\$50 deductible with no co-insurance; Baycrest - \$25-\$50 deductible and 80%-20% co-insurance; Toronto East General and Toronto Hospital Weston - \$10-\$20 deductible and 80%-20% co-insurance; Sunnybrook - \$50-\$100 deductible and no co-insurance.

Sunnybrook Hospital at Toronto - Service Employees , Local 777 (AFL-CIO, CLC)  
(office and clerical employees): A 24 month renewal agreement effective from Apr. 1, 1973 to Mar. 31, 1975, covering 284 employees, settled at the bargaining stage. (Previous agreement expired Mar. 31, 1973).

<u>Wages:</u>	<u>Effective</u>	<u>Apr. 1/73</u>	<u>Apr. 1/74</u>
General Increases		\$35 per month	\$30 per month
Junior Clerk Typist		\$431 - \$471 (\$396 - \$436)	\$461 - \$501
Senior Accounting Clerk		\$547 - \$632 (\$512 - \$597)	\$577 - \$662

Probationary period is 6 months. Maximum rates reached after 3 six-month increments for Junior Clerk Typist and after 3 annual increments for Senior Accounting Clerk.

Remaining terms of settlement are the same as those negotiated for Sunnybrook Hospital and Service Employees, Local 777 (AFL-CIO, CLC) (service and maintenance employees), reported on page 31.

#### FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)  
(social science support group): A 24 month renewal agreement effective from July 3, 1972 to June 30, 1974, covering 625 employees, settled at the bargaining stage.

Wages:	Effective	<u>July 3/72</u>	<u>July 2/73</u>
	General Increases	7%	6%
<u>Annual Rates</u>			
	Level 1	\$8,600-\$9,608 (\$8,037-\$8,979)	\$9,116-\$10,184
	Level 4	\$12,594-\$14,073 (\$11,770-\$13,152)	\$13,350-\$14,917
	Level 8	\$22,289-\$24,907 (\$20,831-\$23,278)	\$23,626-\$26,401
Overtime:	Double time for all hours of overtime worked in excess of $7\frac{1}{2}$ (8) in any contiguous period.		
	Not a contiguous period: <ul style="list-style-type: none"> <li>- guarantee of 2 hours' pay at straight time if employee informed prior to the mid-point of work day (new).</li> <li>- guarantee of 3 hours' pay at straight time if not informed until after the mid-point of the work day (new).</li> </ul>		
Work on a Paid Holiday:	Time and one-half for first $7\frac{1}{2}$ hours worked, double time thereafter (time and one-half for all hours worked) in addition to holiday pay.		
Stand-By Pay:	\$2 for each $7\frac{1}{2}$ (8) hour period or portion thereof. Minimum of \$6 for any period of standby on a day of rest or designated paid holiday (new).		
Vacation Pay:	4% vacation pay if employed less than 6 months (4% if less than 6 months but more than 30 days).		
Travel Pay:	Time and one-half for hours of combined travel and work in excess of $7\frac{1}{2}$ (8) hours. Time and one-half for hours of travel on a day of rest or paid holiday, maximum $7\frac{1}{2}$ (8) hours at straight time rate.		
Bereavement Leave:	Ward of employee included in immediate family for up to 4 days' paid leave plus up to 3 days' paid leave for travel.		

**Maternity Leave** The employee must notify the employer 15 weeks (3 months) prior to the expected date of termination. The employee is granted leave 11 weeks (2 months) in advance and is not required to return until 26 weeks (6 months) after termination.

**Meal Allowance:** \$2.00 (\$1.75).

**The National Research Council of Canada at Ottawa - The Research Council Employees' Association (Ind.) (clerical and regulatory group and office equipment operation group):** A 20½ month renewal agreement, with wages retroactive to Sept. 25, 1972, effective from Apr. 19, 1973 to Dec. 29, 1974, covering 390 employees, settled at the bargaining stage. (Previous agreement expired Sept. 24, 1972).

<b>Wages:</b>	<b>Effective</b>	<u>Sept. 25/72</u>	<u>Dec. 31/73</u>
Increases		7.9% - 9.9%	5.75%
CR - Level 2		\$5,610 - \$6,165 (\$5,105 - \$5,610)	\$5,931 - \$6,519
CR - Level 7		\$11,210 - \$12,320 (\$10,392 - \$11,418)	\$11,855 - \$13,028

Maximum rates reached after 3 years.

**Shift Premiums:** \$1.15 per shift when majority of hours worked fall between 4 p.m. and midnight (previously 12½¢ when majority of hours worked fell between 6 p.m. and 6 a.m. except for shifts scheduled to start between 10 p.m. and 2 a.m. where employee received 18½¢).

**Reporting Pay:** Minimum of 4 hours' pay at straight time rate or hours worked at applicable overtime rate, whichever is greater for employee required to work on a designated holiday (and as previously, on a day of rest). Minimum of 4 hours' pay applies only to the first time employee reports for work during a period of 8 hours (new).

**Overtime Pay:** Time and one-half after normal daily hours worked for the first 7½ hours' overtime worked (previously straight time for first half hour worked after normal hours and time and one-half for next 7½ hours), and double time thereafter.

**Pay for Work on A Paid Holiday:** Time and one-half for all hours worked up to 7½ (8) hours, in addition to regular holiday pay, and double time thereafter.

**Compensatory Leave:** Employees may be granted leave for time off in lieu of overtime pay, hours worked to be credited at time and one-half (previously at straight time), pay off of accumulated credits to be made at end of each fiscal year.

**Travelling Pay:** Employee receives regular pay for normal working day on which he travels but does not work; regular pay for normal working day on which he travels and works for a period not exceeding 8 hours, and pay at applicable overtime rate for additional travel time in excess of 8 hours, with maximum payment for additional travel time not to exceed 8 hours' pay at straight time rate in any day. Employee receives pay at applicable premium rate for hours travelled on day of rest or designated paid holiday, up to a maximum of 8 hours' pay at straight time (new).

**Meal Allowance:** \$2.00 after 3 ( $3\frac{1}{2}$ ) hours' overtime after regular shift.

**Mileage Allowance**       $13\frac{1}{2}\text{¢}$  ( $13\text{¢}$ ) per mile up to a maximum of \$3.00 each way for employee on call-in who uses own car.  
**On Call-In:**

#### PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Provincial Police Association, Inc. (Ind.): A 12 month renewal agreement effective from April 1, 1973 to March 31, 1974, covering 3,755 employees, settled at the bargaining stage.

**Wages:**                  Effective                  April 1/73

General Increase                  6%

#### Annual Rates

Constable, 12-24 months	\$10,610
	(\$10,240)

Constable, 1st Class	\$12,250
	(\$11,505)

Staff Sergeant	\$15,450
12 months and over	(\$14,258)

Time required to attain First Class Constable salary reduced to 36 (42) months.

**Overtime:** Payment will be on a quarterly basis with payment made within 4 weeks of the end of each quarter.

**Clothing Allowance:** \$375 (\$300) annually for plain clothes duty.

**Acting Pay:** After 20 continuous working days the employee is paid at the first salary level of the position (new).

**Travel Expenses:** An employee who is required to attend a course of instruction for 6 consecutive weeks or more is reimbursed normal travel expenses for 1 trip home and return during the period of the course (new).

**Items Still to be Negotiated:** Medical coverage, vacation credits, transfers, and feasibility study of implementing a 4-day, 40 hour work week.

## LOCAL ADMINISTRATION

Kingston City Corporation (includes Rideaucrest Home for the Aged) - Canadian Union of Public Employees, Local 141 (CLC): A 24 month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 220 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1972).

Wages:	Effective	<u>Jan. 1/73</u>	<u>Jan. 1/74</u>
Increases	\$500 per year for Maids; \$525 for Nurses' Aides and Parking Lot Attendants, 4.7% plus \$225 per year for all other employees		\$100 per year plus 8% for Maids, Nurses' Aides and Parking Lot Attendants and 8% for all other employees
Other Adjustments	Elimination of one step on the progression scale for Maids		
Group 1-01 (includes Maid)	\$4,729 - \$5,248 (\$4,095 - \$4,748)		\$5,215 - \$5,776
Group 3-03 (includes Typist 1)	\$5,528 - \$6,484 (\$5,065 - \$5,978)		\$5,970 - \$7,003
Group 4-3 (includes Orderly)	\$5,662 - \$6,617 (\$5,193 - \$6,105)		\$6,115 - \$7,146
Group 9-5 (Maintenance Mechanic)	\$7,091 - \$8,527 (\$6,558 - \$7,929)		\$7,658 - \$9,209

Probationary period is 3 months. Maximum rates for Group 1-01 reached after 2 (3) six-month increments, for Groups 3-03 and 4-3 after 4 six-month increments and for Group 9-5 after 2 six-month increments and 2 twelve-month increments.

Shift Premiums: 0 - 15¢ - 15¢ (0 - 12¢ - 12¢).

Paid Holidays: Day in lieu granted for Remembrance Day that falls on a Saturday or Sunday (new). In the event that the Federal Government should declare another statutory holiday, an additional day will be granted, making a total of 12 (11).

Paid Vacations: 4 weeks in the 10th (12th) year of service. Effective in 1974, 3 weeks in the 3rd (4th) year of service.

Clothing Allowance: \$48 (\$24) per year for Rideaucrest employees.

## ADDENDUM

This addendum consists of two settlements, ratified in March 1973.

## MISCELLANEOUS MANUFACTURING

Canadian General-Tower Limited at Cambridge (Galt) - Rubber Workers, Local 862 (AFL-CIO, CLC): A 24 month renewal agreement effective from Mar. 1, 1973 to Feb. 28, 1975, covering 420 employees, settled at the post-conciliation bargaining stage and ratified in March, 1973. (Previous agreement expired Feb. 28, 1973.)

Wages:	Effective	<u>Mar. 1/73</u>	<u>Mar. 1/74</u>
General Increases	30¢ per hour for hourly rated employees; 24¢ per hour for incentive workers		23¢ per hour for hourly rated employees; 18¢ per hour for incentive workers
Additional Adjustments	5¢ - 20¢ per hour inequity adjustments for some classifications; 15¢ per hour for maintenance skilled trades		10¢ per hour for maintenance skilled trades
Helper	\$3.16 (\$2.86)		\$3.39
Electrician, Grade I	\$4.43 (\$3.98)		\$4.76
Shift Premiums:	0 - 12¢ - 16¢ (0 - 12¢ - 15¢).		
Paid Holidays:	Effective in 1973, Remembrance Day holiday is changed to a floating day to be celebrated on Dec. 24th in 1973 and 1974. Effective in 1974, one additional floating day (to be celebrated on Dec. 23rd) is added for a total of 11 (10).		
Paid Vacations:	5 weeks after 20 (22) years.		
Bereavement Leave:	Son-in-law and daughter-in-law included in up to 3 days' paid leave.		
	Foster parent, foster child and grandchild included in one day's paid leave.		
Welfare:	Effective Apr. 1, 1973, life insurance and Accidental Death and Dismemberment benefits increase to \$7,000 (\$6,500) for male employees and \$4,000 (\$3,500) for female employees. Effective Apr. 1, 1974, benefits increase to \$7,500 and \$4,500 respectively.		
	Effective Apr. 1, 1973, life insurance and Accidental Death and Dismemberment benefits increase to \$2,250 (\$2,000) for male pensioners and to \$1,250 (\$1,000) for female pensions who retire after Mar. 1, 1973.		

Effective Apr. 1, 1973, weekly indemnity benefits increase to \$78 (\$68) per week for male employees and \$55 (\$45) for female employees, payable from the first day of accident or hospitalization and fourth day of illness for a maximum of 30 weeks. Effective Apr. 1, 1974, benefits increase to \$83 and \$60 per week respectively.

Effective Apr. 1, 1973, deductibles for the major medical plan reduced to \$10 (\$25) for single employees, \$20 (\$50) for families.

Effective June 1, 1973, deductibles for the major medical plan reduced to \$25 (\$50) for single retired employees and \$50 (\$100) for retired employees with families.

Co-insurance for the major medical plan is eliminated (previously 80%).

Pension Plan: \$3.25 (\$2.50) per month of future service retroactive to Jan. 1, 1965.

Safety Shoe Allowance: \$5.00 (\$1.50) per pair per year.

#### TRANSPORTATION

Hamilton Street Railway Company at Hamilton - Division 107, Amalgamated Transit Union (AFL-CIO/CLC): A 25 month renewal agreement effective from March 1, 1973 to March 31, 1975, covering 530 employees, settled at the bargaining stage in March 1973.

Wages:	Effective	Mar. 1/73	Nov. 4/73	June 30/74
Job Group 1 (includes Janitor)		\$3.40-\$4.00 (\$3.17-\$3.72)	\$3.60-\$4.23	\$3.74-\$4.40
Job Group 5 (includes Operator)		\$4.01-\$4.72 (\$3.74-\$4.39)	\$4.25-\$5.00	\$4.42-\$5.20
Job Group 9 (includes Automotive Mechanic)		\$4.39-\$5.16 (\$4.08-\$4.79)	\$4.65-\$5.47	\$4.84-\$5.69

Maximum rates apply after 12 months.

Shift Premium: 12¢ (10¢) per hour for maintenance employees on night shift.

Acting Pay: 30¢ (25¢) per hour while temporarily replacing foremen or inspectors.

Paid Holidays: Remembrance Day added for a total of 11.

Paid Vacation: Effective in 1973, 4 weeks after 23 (24) years' service; in 1974, 4 weeks after 22 years.

Health and  
Welfare:

Life insurance \$2,000, company paid, after 2 years' service (no change). Additional \$2,000 each after 3,4 and 5 years' service (was add'l \$5,000 after 5 years' service), with employer paying 50% of premiums.

Employer pays 100% (50%) of premium cost of semi-private hospitalization under O.H.I.C.

Effective on ratification and signing a new Sick Pay Indemnity Plan replaced the former plan. Benefits under the plan will be integrated with the benefits provided under Unemployment Insurance - First 2 weeks \$107 (\$100) per week; next 15 weeks - 66 2/3% of eligible earnings to maximum provided under U.I. Act.

A new Long Term Disability Plan will provide benefits of \$107 per week from the 18th to the 40th week and \$400 per month (subject to statutory or other reductions) for the duration of insurable disability up to the date of recovery, death or age 65, whichever occurs first. (formerly maximum benefit period was 40 weeks after 15 years' service).

The employer pays the cost of the above plans.

Bereavement  
Leave:

Up to 3 days' paid leave in the event of death in immediate family (no change). Where necessary due to distance factors further leave of absence without pay may be granted (new). Alternatively 1 day's leave of absence with pay if the employee is unable to attend the funeral (new).

Bonus for  
Trainers:

25c (20c) per hour.

Meal Allowance: \$2.00 (\$1.75).

Tool Allowance: \$30 (\$25) for Auto Mechanic (9), Repair Mechanic (8), and Body Repairman (7).  
\$10 (new) for some other classifications.

CORRECTION:

To January 1973 issue, page 20.

Metropolitan General Hospital, and other hospitals at Windsor - Local 210,  
Service Employees International Union (AFL-CIO/CLC):  
Wage rates as reported were incorrect. Correct  
wage rates are as follows:

Effective	<u>June 1/72</u>	<u>Jan. 1/73</u>	<u>June 1/73</u>	<u>Dec. 1/73</u>
General Monthly Increases:				
Female General Help	\$18	\$17	\$18	\$17
Male General Help	\$12	\$11	\$11	\$11
Orderly	\$13	\$12	\$13	\$12
Ward Aide	\$348-\$393 (\$330-\$375)	\$365-\$410	\$383-\$428	\$400-\$445
Orderly	\$500-\$566 (\$487-\$553)	\$512-\$578	\$525-\$591	\$537-\$603



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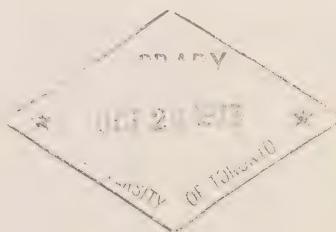


CANADA DEPARTMENT OF LABOUR  
OTTAWA

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS

IN ONTARIO REACHED DURING MAY 1973



Prepared jointly by the Canada Department of Labour  
and the Ontario Ministry of Labour



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## MINING

Falconbridge Nickel Mines Limited, at Falconbridge - United Steelworkers of America (AFL-CIO/CLC) (office, clerical and technical employees):  
 A 36-month renewal agreement, effective from Mar. 1, 1973 to Feb. 29, 1976, covering 520 employees, settled at the conciliation officer stage.

Wages:	Effective	Mar. 1/73	Mar. 1/74	Mar. 1/75
C.O.L.A.		5¢		
Fold-in				
General Increases		22¢	17½¢	17½¢
Job Class 1 (includes file clerk)	\$2.85 (\$2.63)		\$3.025*	\$3.20*
Job Class 22 (includes leading draughtsman)	\$7.43 (\$7.21)		\$7.605*	\$7.78*
 <b>*Note - Effective Sept. 1, 1973, the Company will contribute 25¢ per man-hour to implement Joint Wage Administration Plan. Wage rates for the 2nd and 3rd years of the contract will be subject to adjustment but the hourly increases shown above are guaranteed.</b>				
Settlement Pay:	\$40 to each employee on payroll on date of ratification.			
Cost of Living Allowance:	Previous C.O.L.A. of 5¢ per hour incorporated into wage rates. Effective in 1974 and 1975, 1¢ per hour C.O.L.A. for each 0.4 (0.6) change in the Consumer Price Index, adjusted quarterly, to a maximum of 5¢ per hour in each of the two years.			
Hours of Work:	New experimental provision, where Company and Union agree, providing for possibility of scheduling longer work day but shorter work week (e.g. 10 hours per day, 4 days per week).			
Shift Premiums:	0 - 12¢ - 15¢ - 18¢ (0 - 10¢ - 13¢ - 16¢).			
Sunday Premiums:	Base Sunday work premium remains at 25¢ per hour; the additional premium for regularly scheduled Sunday work is increased to 50¢ (25¢) for a total of 75¢ per hour.			
Paid Holidays:	Effective Jan. 1, 1974, one additional floater for a total of 11.			
Paid Vacation:	3 weeks after 10 (15) years' service, 4 weeks after 20 (25) years.			
Vacation Bonus:	Effective Mar. 1, 1973, \$30 per week bonus for each week (commencing May 6) of annual vacation; 2 years' service required for employees hired after Mar. 1, 1973.			

Other Vacation Benefits:	Employees on Union leave of absence for up to 6 months to receive vacation entitlement. Employees off work on L.T.D. to receive vacation pay in lieu of L.T.D. for the first year and pro-rated vacation entitlement if off work more than 6 months in second calendar year.
Health and Welfare:	<u>Dental Plan</u> - Provides first dollar coverage. <u>Weekly Indemnity benefits</u> - for employees who have completed 3 months' service but less than 2 years, 100% of regular earnings for first 2 weeks off (same) and 66 2/3% (was 50% for those with less than 1 year, 60% for less than 2 years) of regular earnings for succeeding 11 weeks. Benefits for employees with over 2 years' service unchanged.
	<u>Long Term Disability Plan</u> - 66 2/3% of earnings for all time off while entitled to L.T.D. benefits (was 70% of 1st \$5,000 plus 50% of annual earnings in excess of \$5,000). Company pays premiums for other benefit plans (Drug, OHIP, Dental and Life Insurance for 52 weeks; employee has option to pay premiums after 52 weeks.
Pension Plan:	Basic pension increased to 1.2% (1.1%) per year of creditable service for employees born in 1928 or earlier; no change for others. Early retirement at age 62 after 20 (30) years of creditable pension service without actuarial reduction.
	Supplementary pension payable from year of retirement to age 65 or earlier date as Government statutes (O.A.S. and/or C.P.P.) become effective, to \$6 times years of pensionable service to a maximum of \$200 per month (\$5 per year of pensionable service up to 36 years). Normal retirement date changed from first of year following age 65 to first of month following age 65. Vesting rights changed from present 10 years only to either 10 years or 45 years age and 5 years service.
	Widows of future pensioners to be covered by the Blue Cross Drug Plan.
	First year of L.T.D. to count as pensionable service, thereafter pensionable service will be based on employee's recall rights, i.e., maximum of 4 years.
	Pensioner Welfare Benefits - Employee retiring at age 55 may elect to continue Blue Cross Drug and/or Company OHIP Group; at age 62, Company to pay for Drug Plan and OHIP up to age 65; after age 65, Company to pay for Drug Plan and Blue Cross Hospital Supplementary Insurance.

## FOOD AND BEVERAGE

Christie, Brown and Company Limited, at Toronto - Local 426, Bakery and Confectionery Workers' International Union of America (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1973 to April 30, 1975, covering 550 employees, settled at the conciliation officer stage.

Wages:	Effective	May 1/73	Apr. 28/74
	General Increases	35¢	35¢
	Service Helper (Sanitation Dept.)	\$3.95 (\$3.60)	\$4.30
	Baker	\$4.16 (\$3.81)	\$4.51

Shift Premiums: 0 - 18¢ (17¢); in April 1974, 0 - 19¢.

Paid Holidays: Christmas Eve Day (formerly one-half day) for a total of 10.

Paid Vacation: 3 weeks after 6 (7) years' service, 4 weeks after 16 (18) years. Also 1 week after 1 year, 2 after 2 years and 5 after 25 years (no change).

Health and Welfare: OHIP - Employer contributes \$22 for married male employees and \$11 for single employees towards premium cost (formerly \$14.75 to OHSIP, \$11 to OHSC for married male employees with dependents, \$11.80 and \$11 for married male employees with one dependent, and \$5.90 and \$5.50 for other employees). The employer will pay any premium increases for present coverage during the life of the contract.

Weekly Indemnity - Effective Jan. 1, 1973, 60% of weekly salary to maximum \$96 per week (55%, maximum \$70) payable from 1st day accident, 4th day illness or hospitalization for 26 weeks. Effective Jan. 1, 1974, 1st day accident or hospitalization and 4th day illness.

Severance Pay: Ranges from 1 week's pay after 2 years' service to 7 weeks' pay with 25 years' service or more, payable when employment is terminated by plant closure (formerly ranged from 1 week's pay after 2 years to 6 weeks pay after 20 years).

## WOOD

Gillies Bros. & Co. Ltd. at Braeside - Woodworkers, Local 2-375 (AFL-CIO, CLC):  
 A 24-month renewal agreement effective from July 1, 1973 to June 30, 1975, covering 250 employees, settled at the bargaining stage. (Previous agreement expired June 30, 1973).

Wages:	Effective	<u>July 1/73</u>	<u>Jan. 1/74</u>
	General Increases	15¢	10¢
	Additional Adjustments	5¢ - 15¢ due to inequity adjustments	
	Labourer	\$2.69 (\$2.54)	\$2.79
	Electrician (Licensed)	\$3.86 (\$3.56)	\$3.96
Effective		<u>July 29/74</u>	<u>Mar. 1/75</u>
	General Increases	15¢	15¢
	Additional Adjustments	Maintenance of pay with reduction of hours of work	
	Labourer	\$3.10	\$3.25
	Electrician	\$4.34	\$4.49
Shift Premiums:	0 - 9¢ - 13¢ (0 - 8¢ - 10¢). Effective July 29, 1974, 0 - 10¢ - 15¢.		
Weekend Premium:	20¢ per hour (new) for work performed on all shifts beginning 12 midnight Friday and ending 12 midnight Sunday.		
Saw Change Premium:	All employees except filers involved in a saw change outside regular hours receive \$1.00 (75¢) per change.		
Lead Hand Premium:	20¢ (15¢) per hour.		
Hours of Work:	Effective July 29, 1974, hours of work reduced to 42½ (45) per week and to 8½ (9) per shift.		
Overtime Pay:	Effective July 29, 1974, time and one-half after 8½ (9) hours per shift and after 42½ (45) hours per week.		
Rate on Transfer:	Employee receives new rate after 2 (4) shifts.		
Paid Holidays:	One additional floating holiday, to be taken at a mutually acceptable time, for all employees except those in Sawmill, Remanufacturing and Planing Mill on shift work who will normally		

take either the night shift before Christmas Day or before New Year's Day, making a total of 10 (9).

Paid Vacations: 3 weeks after 8 (10) years and 4 weeks after 18 (20) years.

Bereavement Leave: Brother and sister included in up to 3 (1) days' paid leave.

Jury Duty Leave: Employer makes up the difference between pay for Crown Witness and, as previously, pay for jury duty and regular pay, up to a maximum of 5 days.

Welfare: Weekly Indemnity Plan - \$10 (\$8) per day, payable from the 5th to 14th day non-industrial accident or illness, with benefits available under U.I.C. program to apply from the 15th day to 17th week, and company benefits to continue for an additional 20 weeks.

Major Medical - Employer pays 75% of the additional cost for semi-private hospitalization.

Probationary Period: 20 working days (30 days worked).

Union Security: Compulsory union membership for all employees (previously for new employees and maintenance of membership for members).

#### PRIMARY METALS

Atlas Steels Company (A Division of Rio Algom Mines Ltd.) at Welland - Canadian Steelworkers' Union (Ind.): A 36-month renewal agreement effective from Feb. 17, 1973 to Feb. 16, 1976, covering 1,600 employees, settled after a work stoppage.

Wages:	Effective	Feb. 17/73	Feb. 17/74	Feb. 17/75
	General Increases	33¢	31¢	19¢
	Job Class Increments	9.7¢ (9.2¢)	10.2¢	10.7¢
	Job Class 3 (includes Labourer)	\$3.774 (\$3.444)	\$4.084	\$4.274
	Job Class 18 (includes Electrician)	\$5.229 (\$4.824)	\$5.614	\$5.879

Shift Premiums: Effective Feb. 17, 1975, 0 - 15¢ - 20¢ (0 - 12¢ - 16¢).

Health and Welfare: Effective May 1, 1973, weekly indemnity benefits increase to \$80 (\$70), Feb. 17, 1974 to \$90, Feb. 17, 1975 to \$95 on a 1-8-26 basis for all disabilities which arise on or after those dates.

Dental Plan - Effective Feb. 17, 1975, the employer agrees to install the Blue Cross number 7 Dental Plan, with \$25-\$50 deductibles and 80% co-insurance. Employer will pay premiums.

Drug Plan - Effective May 1, the employer agrees to install a 35¢ deductible per prescription Drug Plan and to pay the premiums.

## METAL FABRICATING

Canron Limited, Eastern Structural Division at Rexdale - Structural Iron Workers, Local 743 (AFL-CIO, CLC): A 24-month renewal agreement effective from Mar. 1, 1973 to Apr. 30, 1975, covering 250 employees, settled after a work stoppage. (Previous agreement expired Feb. 28, 1973.)

Wages:	Effective	<u>Mar. 1/73</u>	<u>May 1/74</u>
General Increases		10% for incumbent employees; 3% for Helper "b" and Labourer "b"	9% for incumbent employees; 4% for Helper "b" and Labourer "b"
Other Adjustments		Classifications of Helper and Labourer split; Helper "a" and Labourer "a" to be filled by employees hired prior to Mar. 1, 1973; Helper "b" and Labourer "b" to be filled by employees hired after Mar. 1, 1973	
Wage Group 8 (includes Helper "a")		\$3.85 - \$3.99 (\$3.50 - \$3.63)	\$4.20 - \$4.35
Wage Group 1 (includes Electrician with Ontario Licence)		\$4.69 - \$4.90 (\$4.26 - \$4.45)	\$5.11 - \$5.34
Probationary period is 45 days worked within a 6-month period. Maximum for Wage Group 8 reached after two 3-month increments and for Wage Group 1 after four 5-month increments.			
Cost-of-Living Allowance:		Effective May 1, 1974, 1¢ per hour per 0.5 change in the Consumer Price Index, payable the first pay period in August, following issuance of the July 1974 index, to be adjusted quarterly.	
Shift Premiums:		Effective May 18, 1973, 0 - 15¢ - 20¢ (0 - 15¢ - 15¢).	
Overtime Pay:		Effective May 18, 1973, time and one-half for first 3½ hours' overtime on Monday to Friday inclusive, and double time thereafter (previously time and one-half).	
Meal Allowance:		Effective May 18, 1973, \$1.00 (new) for employees not notified 24 hours in advance to work overtime.	
Paid Vacations:		Effective May 18, 1973, 2 weeks at 4% after 1 year (same) and 2 weeks at 5% (4%) after 5 years; 3 weeks at 6% after 8 years (same) and 3 weeks at 7% (6%) after 12 years; 4 weeks at 8% after 15 years (same) and 4 weeks at 9% (8%) after 20 years.	
Welfare:		<u>Major Medical Plan</u> - No limit on major medical plan (previously maximum of \$5,000) after deductibles of \$10 per person or \$20 per family per calendar year.	

Safety Shoe Allowance: Effective May 18, 1973, employer pays \$15 per pair (new) towards the cost of safety shoes.

Dominion Steel and Coal Corporation, Limited, Etobicoke Works at Toronto - Steelworkers, Locals 5629 and 5927 (AFL-CIO, CLC): Two renewal agreements, agreement for 215 plant employees effective from Feb. 1, 1973 to Jan. 31, 1976, and for office employees, effective from Apr. 1, 1973 to Mar. 1, 1976, settled after a work stoppage. (Previous agreements expired Nov. 30, 1972 and Mar. 31, 1973).

Wages: Settlement pay of \$360 for plant employees and \$50 for office employees.

Effective	<u>May 25/73</u>	<u>Feb. 1/74</u>	<u>Feb. 1/75</u>
Increases	10.3% (average) for office employees; 45¢ for production employees	\$8.80 per week for office employees; 20¢ per hour for production employees	\$8.25 per week for office employees; 15¢ per hour for production employees
Increments Between Job Classes	9.2¢ (same)	9.7¢	10.7¢
Job Class 2 (includes Labourer)	\$3.765 (\$3.315)	\$3.970	\$4.130
Job Class 18 (includes Electrician)	\$5.237 (\$4.787)	\$5.522	\$5.842

Cost-of-Living Allowance: Effective in 1974, 1¢ per hour (new) per 0.6 change in the Consumer Price Index with a maximum of 5¢ per contract year for plant employees or \$1.75 per week for office employees.

Shift Premiums: Effective Apr. 1, 1974, 0 - 15¢ - 20¢ (0 - 12¢ - 15¢.)

Paid Holidays: Effective in 1974, one additional day, to be decided upon locally, is added for a total of 10 (9).

Paid Vacations: Effective in 1974, 3 weeks after 5 (8) years, 4 weeks after 18 (20) years and 5 weeks (new) after 25 years.

Bereavement Leave: Brother-in-law or sister-in-law included in 3 days' paid leave.

Welfare: Weekly Indemnity plan - Effective May 1, 1973, benefits increase to \$96 (\$72) per week, payable from the first day of accident and fourth day of illness for a maximum of 52 weeks. Effective Jan. 1, 1974, benefits increase to \$107. Effective Jan. 1, 1975, \$113.

Medical Plan - Effective May 25, 1973, medical plan covers full cost of semi-private hospitalization (previously a maximum of \$5 per day). Plan includes Ambulances up to \$20 per call with a maximum of \$60 per disability (new).

Long Term Disability Insurance Plan - Effective Apr. 1, 1974, employer pays 100% (new) of the premiums for long-term disability plan which provides benefits of \$73.50 per week, after weekly indemnity benefits terminate.

Pension Plan: An additional \$1.75 per month per year of service for past service to Jan. 1, 1955.

An additional 25¢ per month per year of service for past service to Jan. 1, 1966.

An additional 25¢ per month per year of service for past service to Jan. 1, 1966 for employees who retire in 1973, 1974 or 1975.

Surviving spouse is eligible for survivor benefits of an employee at age 50 (55) with 10 years' service.

Safety Shoe Allowance: Employer pays full cost (previously \$4.) towards one pair of safety shoes per year.

## MACHINERY

The Canadian Blower and Forge Company Limited at Kitchener, Local 3534 (AFL-CIO, CLC): A 24-month renewal agreement effective from Apr. 16, 1973 to Apr. 15, 1975, covering 220 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Apr. 15, 1973).

Wages:	Effective	Apr. 16/73	Apr. 16/74
Increases		30¢	30¢
Increments Between Job Classes		10¢ (9.5¢)	10¢
Job Class 3 (includes Material Handler)		\$3.51 (\$3.20)	\$3.81
Job Class 16 (includes Electrician)		\$4.810 (\$4.435)	\$5.110

Shift Premiums: 21¢ (20¢) per hour.

Paid Holidays: One additional day, the second Monday of February, is added for a total of 12 (11).

Paid Vacations: 4 weeks after 15 (16) years.

Overtime Pay: Double time after 11 (12) hours worked, Monday to Saturday inclusive.

Welfare: Weekly Indemnity - Effective Jan. 1, 1974, 66-2/3% (at present 60%) of standard hourly weekly earnings, payable from the first day of accident and fourth day of illness for a maximum of 39 weeks.

Extended Health Plan - Extended health plan with deductibles of \$10 for single and \$20 for married employees replaces drug plan with deductibles of \$15 for single and \$30 for married employees.

Pension Plan: Effective Apr. 16, 1973, \$5.50 (\$5) per month per year of service up to a maximum of 35 years. Effective Apr. 16, 1974, benefits increase to \$6.

Safety Shoe Allowance: Employer pays \$8 per pair minimum or 50% of the cost of safety shoes (previously 50% of the cost up to a maximum of \$7), once per year.

Prescription Lenses: Employer pays 50% of the cost of prescription safety lenses up to a maximum of \$10 (\$9) for single vision lenses and \$17 minimum (previously maximum of \$15) for multi-vision lenses once every two years.

Notice of Lay Off: Employer will notify employees 5 working days in advance of lay-off except for unexpected lay-offs where employer must give 24 hours' notice (previously employer notified Union 6 hours in advance).

## TRANSPORTATION EQUIPMENT

Canadian Car Division, Hawker Siddeley Canada Ltd. at Thunder Bay - Local 1075,  
International Union, United Automobile, Aerospace and  
Agricultural Implement Workers of America (CLC): A 24-month  
renewal agreement effective from April 1, 1973 to March 31,  
1975, covering 700 employees, settled at the bargaining stage.

Wages:	Effective	<u>April 1/73</u>	<u>April 1/74</u>
General Increases			
Production Workers		30¢	30¢
Tradesmen		33¢	30¢
COLA Fold-in		30¢	
General Labourer		\$3.88 (\$3.28)	\$4.18
Electrician		\$4.64-\$4.74	\$4.94-\$5.04
Maintenance "A"		(\$4.01-\$4.11)	
Cost of Living Allowance:	1¢ for each 0.45 (0.46) change in the Consumer Price Index.		
Hours of Work:	For afternoon shift - 4:30 p.m. to 12:30 p.m. with a 20 minute lunch at regular rate (formerly 4:30 - 1:00 less one half hour for lunch).		
Shift Premiums:	0 - 14¢ - 18¢ (0 - 12¢ - 14¢); effective April 1, 1974, 0 - 15¢ - 20¢.		
Overtime:	Double time after 3 (4) hours of overtime.		
Work on a Paid Holiday:	Double time (time and one-half).		
Paid Holidays:	Christmas shut-down - plant closes between Dec. 24 and Dec. 31 (previously half day before Christmas and half day before New Years Day). Employee receives holiday pay after 60 calendar days' seniority.		
Paid Vacation:	3 weeks after 7 (10) years' service, 4 weeks after 17 (18) years and 5 weeks (new) after 25 years.		
Health and Welfare:	<u>Life insurance coverage</u> - effective signing date, \$6,000 (\$5,000); effective April 1, 1974, \$7,000.		
	<u>A.D. and D. coverage</u> - effective signing date \$6,000, (\$5,000); effective April 1, 1974, \$7,000.		
	<u>Weekly Indemnity</u> - \$96 (\$70) for 39 (52) weeks; effective Jan. 1, 1974, \$107.		

Bereavement Leave: Step-parents of the employee or spouse, step-child, step-brother, step-sister included for up to 3 days' paid leave.

Court Duty: Employee subpoenaed as witness receives the difference between his normal rate of pay and fee received from the court.

Carter Carburetor Division, ACF Canada Limited at Bramalea - Machinists, Local 2243 (AFL-CIO, CLC): A 24-month renewal agreement effective from Apr. 1, 1973 to Mar. 31, 1975, covering 245 employees, settled at the conciliation officer stage. (Previous agreement expired Mar. 31, 1973).

Wages:	Effective	<u>Apr. 1/73</u>	<u>Apr. 1/74</u>
	Increases	22¢ - 35¢	19¢ - 29¢
	Job Class I (includes Assembler)	\$2.92 - \$3.02 (\$2.70 - \$2.80)	\$3.11 - \$3.21
	Job Class 14 (includes Electrical Maintenance Man)	\$4.67 - \$4.77 (\$4.32 - \$4.42)	\$4.96 - \$5.06

Probationary period is 45 working days (previously 3 months). Maximum rates reached after two 8-week increments of 5¢ each.

Shift Premiums: 0 - 13¢ - 16¢ (0 - 12¢ - 15¢). Effective Apr. 1, 1974, 0-14¢ - 17¢.

Overtime Pay: Time and one-half for hours in excess of 8 up to 12 in a regularly scheduled work day and double time (time and one-half) thereafter.

Paid Holidays: One additional floating day is added for a total of 12 (11), to be celebrated as full (half) days before Christmas Day and New Year's Day, and to be taken with one floating holiday and one day in lieu of the Civic Holiday each year to provide a plant shutdown between Christmas and New Year's. In 1974, employees work the Saturday prior to Christmas and receive Dec. 23rd off in lieu to provide the shutdown period.

Paid Vacations: Effective Apr. 30, 1974, 3 weeks after 6 (7) years.

Workmen's Compensation payments for lost time included in calculation of vacation pay (new).

Welfare: Life Insurance - Effective Apr. 1, 1974, life insurance benefits increase to \$7,000 (at present \$5,000) for female employees and \$8,000 (at present \$7,000) for male employees.

Accidental Death and Dismemberment - Effective Apr. 1, 1974, A. D. & benefits increase to \$7,000 (at present \$5,000) for female employees and \$8,000 (at present \$7,000) for male employees.

Weekly Indemnity - Effective Apr. 1, 1974, weekly indemnity benefits are payable from the first day of accident or sixth (eighth) day of illness for a maximum of 39 weeks.

Drug Plan - Deductibles for drug plan reduced to \$10 (\$15) for single employees and \$20 (\$30) for married employees.

Canadian Shipbuilding & Engineering Ltd. (Collingwood Shipyards Division) at Collingwood - Local 6320, United Steelworkers of America (AFL-CIO/CLC): A 36-month renewal agreement effective from April 1, 1973 to March 31, 1976, covering 825 employees, settled after a work stoppage.

Wages:	Effective	<u>Apr. 1/73</u>	<u>Apr. 1/74</u>	<u>Apr. 1/75</u>
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General increases ranging from 83¢ to \$1.03 over 3 years.

Labourer	\$3.16 (\$2.76)	\$3.36	\$3.59
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Tradesman Class "A"	\$4.08 (\$3.68)	\$4.38	\$4.71
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Trades employees will progress from the trainee level to job class "C" after 225 working days (new). Advancement to levels "B" and "A" will depend on work requirements and efficiency tests.

Pay for Saturday Work: Double time (time and one-half) after 4 hours.

Pay for Work on a Holiday: Double time (time and one-half).

Paid Vacation: In addition to regular vacation pay, length of service bonuses will be paid on the following scale : Up to 24 months' service, \$2 per month of service; 2 to 15 years' service, \$25 per week of vacation; over 15 years' service, \$30 per week of vacation.

Health and Welfare: Life Insurance - Effective April 1, 1974, \$5,000 (\$3,000).

A.D. and D. - Effective April 1, 1974, \$5,000 (\$2,000).

O.H.I.P. - Employer to pay April and May O.H.I.P. premiums.

A new major medical plan will be initiated with annual deductibles of \$20 for families and \$10 for single employees. The employer will pay 100% of the premiums.

Weekly Indemnity - Effective April 1, 1973 benefits increased to \$70 (\$45) per week on a 1 - 4 - 26 (1 - 4 - 13) basis.

Pension Plan: Effective April 1, 1975, a new pension plan based on future service to be implemented. The Company will contribute 5¢ per man hour worked. Other details have not been completed.

Safety Shoes: Company subsidy of \$10 (\$4) per pair.

#### ELECTRICAL PRODUCTS

RCA Limited at Renfrew - Electrical Workers, Local 533 (I.U.E.) (AFL-CIO, CLC): A 24-month renewal agreement effective from Mar. 1, 1973 to Feb. 28, 1975, covering 385 employees, settled at the bargaining stage. (Previous agreement expired Feb. 28, 1973.)

Wages:	Effective	<u>Mar. 7/73</u>	<u>Feb. 27/74</u>
Increases		18¢ for Labour Grades 1 to 11; 21¢ for Grades 12 to 15	17¢
Labour Grade 2 (Assembler)		\$2.185 - \$2.39 (\$2.005 - \$2.21)	\$2.355 - \$2.56
Labour Grade 15 (Maintenance Mechanic)		\$3.16 - \$3.53 (\$2.95 - \$3.32)	\$3.33 - \$3.70

Probationary period is 2 months. Maximum rates reached after four 3-month increments.

Paid Holidays: Boxing Day is added for a total of 10 (9).

Paid Vacations: Effective July 1, 1973, 2 weeks after 1 (2) year and 3 weeks after 7 (10) years.

Welfare: Weekly indemnity benefits provide 60% of weekly gross earnings or 60% of base wage, whichever is greater, up to a maximum of \$90 per week, (previously benefits ranged from \$63 to \$75, scaled according to earnings), payable from the first day of accident and eighth day of illness for a maximum of 26 weeks.

Major Medical - Deductibles reduced to \$25 for single employees and \$50 for employees with dependents (previously \$150 per employee) with 80% (75%) of remaining expenses paid. Plan now covers drugs for pregnancy.

Temporary Layoff: Temporary layoffs restricted to 15 (12) working days per contract year.

Westinghouse Canada Limited at London - Electrical Workers, Local 546 (U.E.) (CLC):

A 36-month renewal agreement effective from Apr. 5, 1973 to Apr. 4, 1976, covering 330 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Apr. 4, 1973.)

Wages:	Effective	<u>Apr. 5/73</u>	<u>Apr. 5/74</u>
	Increases	33¢ - 40.5¢	20¢ for Schedule "A"; 22¢ for Schedule "B"
	Schedule "B" Labour Grade 3 (includes Coil Winder A)	\$3.504 (\$3.144)	\$3.724
	Schedule "A" Labour Grade 3 (includes Material Handler)	\$3.696 (\$3.366)	\$3.896
	Schedule "A" Labour Grade 12 (includes Maintenance Electrician)	\$4.713 (\$4.308)	\$4.913
	Effective	<u>Apr. 5/75</u>	<u>Oct. 5/75</u>
	Increases	20¢	15¢
	Schedule "B", Labour Grade 3	\$3.924	\$4.074
	Schedule "A" Labour Grade 3	\$4.096	\$4.246
	Schedule "A" Labour Grade 12	\$5.113	\$5.263
Cost-of-Living Allowance:	Effect Jan. 1, 1974, 1¢ per hour for each 0.5 change in the January 1974 Consumer Price Index above the October 1973 Index, to be adjusted quarterly thereafter, based on the index for the third month of the previous quarter, up to a maximum of 8¢ in the second and third years of the contract, total maximum of 16¢ by the end of the contract.		
Shift Premiums:	0 - 17¢ - 17¢ (0 - 15¢ - 15¢).		
Paid Vacations:	3 weeks at 6% after 6 (8) years and 4 weeks (new) at 8% after 15 years.		

Employees with less than 6 months' continuous service receive  
vacation pay of 2% (same) of gross earnings and employees with 6  
months but less than 12 months' continuous service receive 4% (2%).

Bereavement Leave:	Qualifying period reduced to 60 worked days (previously 6 months).
Leave for Union Business:	Up to a maximum of 20 (15) working days' unpaid leave per year to attend a union convention or conference with no leave to exceed 7 (5) working days.
Technological Change:	Employer will provide training period of up to 15 (10) working days on a new or changed job created as a result of the introduction of new equipment to an employee who is displaced.
Welfare:	Employer pays 100% of the cost for the first \$6,000 (\$4,000) of <u>life insurance</u> benefits and employee pays the premiums for the remaining \$4,000 at a cost of 45¢ per \$1,000.  Employer pays 100% of the premiums for <u>Accidental Death and Dismemberment</u> benefits of \$5,000 (new).  <u>Long term disability</u> benefits increase to 60% (50%) of regular weekly wages.  Effective Aug. 1, 1972, co-insurance of 20% eliminated on <u>Supplementary Medical Plan</u> . Effective Jan. 1, 1973, deductibles reduced to \$25 per family (previously \$25 for single employees and \$50 for employees with dependents).
Pension Plan:	Effective June 22, 1972, \$6.50 (\$5.25) per month per year of service.  Effective June 22, 1972, bridge benefit increases to \$125 (\$120) in 1973, to \$130 in 1974, and \$135 in 1975.

Marsland Engineering Limited at Waterloo - Local 1828, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC): A 36-month agreement effective from Feb. 1, 1973 to Jan. 31, 1976, covering 800 employees, settled at the conciliation officer stage.

Wages: General wage increases of 26¢, 22¢ and 19¢ per hour on Feb. 1, 1973, 1974 and 1975 respectively, plus the removal of 10¢ per hour inequity differentials June 4, 1973, Oct. 29, 1973, Apr. 29, 1974, Oct. 28, 1974 and Apr. 28, 1975.

Effective	Feb. 1/73	June 4/73	Oct. 29/73	Feb. 1/74
Assembler Gr. 2	\$2.01-\$2.51 (\$1.80-\$2.25)	\$2.11-\$2.51	\$2.21-\$2.51	\$2.43-\$2.73
Electrician Gr. 3	\$4.41-\$4.91 (\$4.15-\$4.65)	\$4.51-\$4.91	\$4.61-\$4.91	\$4.83-\$5.13

	<u>Effective</u>	<u>Apr. 29/74</u>	<u>Oct. 28/74</u>	<u>Feb. 1/75</u>	<u>Apr. 28/75</u>
Assembler Gr. 2		\$2.53-\$2.73	\$2.63-\$2.73	\$2.82-\$2.92	\$2.92
Electrician Gr. 3		\$4.93-\$5.13	\$5.03-\$5.13	\$5.22-\$5.32	\$5.32
Retroactivity:		\$150 to be paid July 6, 1973 and an additional bonus of \$50 to be paid Dec. 14, 1973.			
Cost of Living Allowance:		Effective Sept. 1, 1974, 1¢ per hour for each 0.6 increase in the Consumer Price Index to be adjusted quarterly and paid weekly, with a 7¢ per hour cap during the life of the contract (new).			
Shift Premiums:		Effective May 23, 1973, 0 - 12¢ - 22¢ (0 - 10¢ - 20¢).			
Paid Holidays:		Dec. 24th added for a total of 10.			
Paid Vacation:		Effective May 23, 1973, 3 weeks after 7 (9) years' service and 4 weeks after 17 (19) years. Effective Feb. 1, 1974, 3 weeks after 6 years and 4 weeks after 16 years. Effective Feb. 1, 1975, 3 weeks after 5 years and 4 weeks after 15 years.			
Health and Welfare:		Effective May 23, 1973, <u>Life Insurance and A.D. and D.</u> increased to \$6,000 for all employees (\$6,000 male, \$4,000 female). Employer pays 100% (70%) of premiums.			
		Hospital Medical - effective June 1, 1973, employer pays 66 2/3% (50%) of O.H.I.P. premiums. Effective Jan. 1, 1974, employer pays 75% and effective Jan. 1, 1975, 100% of premiums.			
		Semi-private Hospital Plan, employer paid (new).			
		Effective July 1, 1973, Blue Cross <u>Drug Plan</u> with a 35¢ per prescription deductible with premiums 100% employer paid.			
		Weekly Indemnity - Benefits up to 2/3 of earnings, maximum of \$107 per week (\$25 female, \$50 male per week), on a 1 - 8 - 26 basis. Effective Dec. 1, 1974, employer pays 100% (66 2/3%) of premium costs.			
		Long Term Disability - 50% of monthly income (\$200 per month male only) for a period equal to employee's seniority; payments cease at age 65. Effective Jan. 1, 1974, employer pays 100% (66 2/3%) of premiums.			

Crouse-Hinds Canada Limited at Scarborough - Auto Workers, Local 124 (CLC): A 22-month renewal agreement effective from May 7, 1973 to Mar. 13, 1975, covering 215 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Mar. 12, 1973).

**Wages:** Retroactive pay of applicable increase times hours of work for the period from Mar. 13, 1973 to May 7, 1973.

<u>Effective</u>	<u>May 3/73</u>	<u>Mar. 11/74</u>
General Increases	30¢	25¢
Additional Adjustments	15¢ for skilled trades and set-up men	10¢ for skilled trades and set-up men
Machine Operator	\$3.075 - \$3.259 (\$2.775 - \$2.959)	\$3.325 - \$3.509
Maintenance Electrician	\$4.618 - \$4.913 (\$4.168 - \$4.463)	\$4.968 - \$5.263

Probationary period is 40 (50) days of work. Maximum rates reached after two (previously three) 4-month automatic progressions.

**Lead Hand Premium:** 20¢ (15¢) per hour.

**Overtime Pay:** Double time (time and one-half) for hours worked on a Sunday.

**Pay for Work on a Paid Holiday:** Double time (time and one-half) at regular rate for time worked in addition to regular holiday pay.

**Paid Holidays:** Full (half) day before Christmas Day and full (half) day before New Year's Day make a total of 11 (10).

**Bereavement Leave:** Brother-in-law or sister-in-law included in 1 day's paid leave.

One day's paid leave granted upon the death of mother, father, son or daughter if death occurs outside the country and employee is unable to attend.

**Welfare:** Life Insurance - Effective June 1, 1973, \$5,000 (\$4,000). Effective Mar. 1, 1974, \$6,500.

Weekly Indemnity Plan - Benefits increase to \$75 (\$65) per week, payable on the first day of illness or accident and fourth day day of hospitalization for a maximum of 26 weeks. Effective May 3, 1974, benefits increase to \$85.

OHIP - Employer pays 100% of the premiums for OHIP (previously employer paid 85% of OHSP and OHSC).

Major Medical Plan - Co-insurance eliminated (previously 80%).

## NON-METALLIC MINERAL PRODUCTS

Canadian Gypsum Company Limited at Hagersville - Woodworkers, Local 2 - 342 (AFL-CIO, CLC): A 12-month renewal agreement effective from May 17, 1973 to May 16, 1974, covering 210 employees, settled at the bargaining stage. (Previous agreement expired May 16, 1973).

Wages:	Effective	<u>May 17/73</u>
	Increases	29¢ - 35¢
	Labour	\$3.48 (\$3.18)
	Electrician	\$4.25 - \$4.55 (\$3.92 - \$4.20)

Maximum rate for Electrician paid on merit.

Shift Premiums: 0 - 9¢ - 13¢ (0 - 7¢ - 9¢).

Paid Holidays:	Employee absent due to illness, injury or death in the family, during week in which paid holiday falls receives regular holiday pay providing the employee works for some time during the week preceding or week following week in which the holiday occurs (previously employ must have worked for some period of time within the holiday week).
Welfare:	OHIP - Employer pays 50% of the premiums for OHIP (previously \$3.50 per month for single and \$8 for married employees).
Pension Plan:	Eligibility requirement for pension plan reduced to 1 (2) year's service.

## MISCELLANEOUS MANUFACTURING

Canada Cycle and Motor Company Limited at Weston - Local 28, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC) (production, warehouse and office employees): A 30-month renewal agreement effective from May 6, 1973 to Nov. 5, 1975, covering 900 employees, settled at the post conciliation bargaining stage.

Wages:	Effective	<u>May 6/73</u>	<u>May 6/74</u>	<u>Jan. 6/75</u>
	Cost of Living Fold-in	35¢		
	General Increases	18¢-25¢	17¢-20¢	15¢
	Labourer	\$3.91 (\$3.38 )	\$4.08	\$4.23
	Tool & Die Maker	\$5.09 (\$4.49 )	\$5.29	\$5.44

Cost of Living Allowance: Effective May 6, 1973, 1¢ for each 0.4 change in the Consumer Price Index (1961 equals 100), adjusted quarterly (no change in formula from previous agreement).

Shift Premiums: 0 - 12¢ - 15¢ (0 - 11¢ - 14¢).

Paid Vacation: Effective in 1973, 3 weeks after 8 (10) years' service; effective in 1975, 4 weeks after 18 (20) years.

Health and Welfare: Life Insurance - effective May 6, 1973, \$7,000 (\$6,500) for males and \$4,500 (\$1,500) for females; effective Mar. 6, 1974, female coverage will be increased to \$6,000 and effective Jan. 6, 1975, coverage for all employees will be increased to \$7,500. Coverage provided by the Company will be reduced to \$1,500 at age 65 and by a further \$100 per year thereafter.

A.D. and D. - \$2,000 coverage on a 24-hour basis (new).

Weekly Indemnity - Effective May 6, 1973, benefits increase to \$80 (\$70) per week; effective Jan. 1, 1974 weekly benefits will be increased to 66 2/3% of earnings up to the current U.I.C. level of maximum insurable earnings, on a 1-5-17 basis.

Pension Plan: Effective May 6, 1973, \$5.50 (\$4.50) per month per year of service for the first 20 (15) years of service and \$6.50 (\$5.25) thereafter with no cap (formerly remaining 20 years). Current pensions are increased by \$20 per month.

#### COMMUNICATION

Government of Canada (Treasury Board) - Association of Postal Officials (Ind.) (postal supervisors): A 31-month renewal agreement effective from May 21, 1973 to Dec. 31, 1975, covering 3,390 employees, settled at the bargaining stage.

Wages:	Effective	<u>May 21/73</u>	<u>Dec. 31/73</u>	<u>Dec. 30/74</u>
	Increases	36¢-51¢	27¢-37¢	25¢-36¢
	PO-6	\$4.35-\$4.60 (\$3.99-\$4.22)	\$4.62-\$4.87	\$4.87-\$5.14
	PO-10	\$5.84-\$6.16 (\$5.35-\$5.65)	\$6.19-\$6.53	\$6.53-\$6.89

Retroactivity: \$51 to \$68 per month from Sept. 24, 1972 to May 20, 1973.

Shift Premiums: Effective May 21, 1973, 0 - 19¢ - 19¢ (0 - 15¢ - 15¢).

Overtime Pay: Effective May 21, 1973, time and one-half after 7½ (8) hours on a workday.

Paid Vacation: Effective in 1973, 4 weeks after 15 (18) years' service.

Travel on a Day of Rest or a Designated Holiday: Employee to be paid at applicable overtime rate to a maximum of 8 hours (formerly 2 hours at straight time).

Footwear Allowance: \$28 (\$24) per year for purchase of supplementary footwear and maintenance of all footwear.

Glove Allowance: \$8 (\$5) per year.

Maternity Leave: 11 weeks (2 months) before confinement.

#### EDUCATION AND RELATED SERVICES

The Frontenac County Board of Education at Kingston - Canadian Union of Public Employees, Local 1480 (CLC): A 20-month first agreement with wages retroactive to Jan. 1, 1973, effective from May 22, 1973 to Dec. 31, 1974, covering 212 employees, settled at the bargaining stage.

Wages:	Effective	Jan. 1/73	Jan. 1/74
	Increases	17¢ - 39¢	18¢ - 29¢
	Other Adjustments	Maximum for Caretaker reached after 18 (24) months	
	Assistant Caretaker	\$2.40 (\$2.23)	\$2.61
	Caretaker-Start 6 months	\$2.60 (\$2.45) \$2.78 (\$2.63)	\$2.81 \$2.89
	12 months	\$2.90 (\$2.81)	\$3.11
	18 months (Max.)	\$3.35 (\$3.17)	\$3.57
	Carpenter-Start 6 months (Max.)	\$3.54 (\$3.35) \$3.87 (\$3.70)	\$3.79 \$4.16
	Head Caretaker IV (Previous Class 3 Caretakers reclassified to III and IV)	\$3.85 (\$3.46)	\$4.03
	Probationary period is 3 months.		
Shift Premium:	12¢ per hour for employees required to work afternoon or night shift (previously 7.2¢ for afternoon shift and 9.6¢ for night shift).		
Call-in Pay:	2 hours' pay at applicable overtime rates (previously minimum of one hour at \$3.50 per hour for all call-ins except on recognized holidays or Sundays when minimum of one hour at \$4.50 applied).		
Overtime Pay:	Time and one-half for overtime hours worked on Monday to Saturday inclusive and double time for overtime on a Sunday (previously \$3.50 per overtime hour worked from Monday to Friday inclusive and \$4.50 per overtime hour after midnight and on weekends).		

**Pay for Work on a Holiday:** Double time (previously \$4.50 per over time hour worked) in addition to regular holiday pay for work on a recognized holiday).

**Paid Holidays:** In the event that the Federal Government should declare a new holiday, i.e. Flag Day, such day will be added (at present 10 days plus Remembrance Day when it falls on a regular school day).

**Paid Vacations:** 5 weeks (new) after 25 years.

**Bereavement Leave:** 3 days' paid leave (new) upon the death of spouse, parent, child, brother, sister, grandparent, mother-in-law or father-in-law.

One-half day's paid leave (new) to attend funeral as a pall-bearer.

**Sick Leave:** Two days per month (previously 20 days per year) granted to a maximum of 250 (200) sick leave credits.

Upon termination of employment after 10 years' service due to retirement, or upon employee's death, regardless of service, employee or his estate receives cash payment for 50% of unused sick leave credits (previously calculation based on  $1/2 \times \underline{\text{number of days cumulated}} \times \text{service}$ ) up to a maximum of 6 months' pay. 200

**Severance Pay:** Upon termination of employment for reasons other than retirement, employees with 10 but less than 15 years' service receive cash payment for 50% of unused credits up to a maximum of 25 days' pay, employees with 15 but less than 20 years' service receive 50% up to a maximum of 50 days' pay and employees with 20 years' service or more receive 50% up to a maximum of 6 months' pay (new).

**Welfare:** Life Insurance - Effective Jan. 1, 1974, employer pays 66 - 2/3% (at present 50%) of the premiums for life insurance equivalent to double the employee's annual salary.

**Notice of Lay Off:** Employer shall notify employees with one or more year's service 30 working days in advance of lay off and 10 working days for employees with less than 1 year's service (new). Employees who do not have opportunity to work full period after notice of lay off receive pay in lieu.

**Mileage Allowance:** 13¢ per mile (new) for employee required to use own car to drive to a designated place of employment other than his base.

17¢ per mile (new) for employee required to use his own car to carry Employer materials.

**Union Security:** Compulsory union membership for new employees and maintenance of membership for members (new).

London City Board of Education - Canadian Union of Public Employees, Local 1150 (CLC) (office and clerical employees): A 24-month renewal agreement effective from Feb. 1, 1973 to Jan. 31, 1975, covering 205 employees, settled at the bargaining stage. (Previous agreement expired Jan. 31, 1973).

Wages:	Effective	<u>Feb. 1/73</u>	<u>Feb. 1/74</u>
Increases		\$3.50 - \$9.80 per week	\$2.10 - \$9.80 per week
Other Adjustments		\$8.05 - \$10.85 due to reclassification of some jobs; Start rates to remain the same	Start rates to remain the same
Job Group I (includes Typist-Clerk)		\$83.30 - \$107.80 (\$83.30 - \$101.85)	\$83.30 - \$114.10
Job Group VI (Senior Secretary II)		\$135.10 - \$172.20 (\$135.10 - \$162.40)	\$135.10 - \$182.00
Probationary period is 90 calendar days. Maximum rates reached after 3 annual increments.			
Sick Leave:	Two days' sick leave per month of service (previously 20 days per year of service) up to a maximum of 240 (200) days.		
Welfare:	<u>Life Insurance</u> - Effective Feb. 1, 1974, employer pays 75% (66-2/3%) of the premiums for life insurance.		
	<u>OHIP</u> - Effective Feb. 1, 1974, employer pays 75% (66-2/3%) of the premiums for OHIP.		
	<u>Semi-Private Hospitalization</u> - Effective Feb. 1, 1974, employer pays 75% (66-2/3%) of the premiums for Semi-Private Hospitalization Plan.		
	<u>Extended Health Care Plan</u> - Effective as soon as possible after ratification date, employer pays 66-2/3% (new) of the premiums for Extended Health Care Plan, which includes payment of 90% of <u>drug prescriptions</u> . Effective Feb. 1, 1974, employer pays 75% of the premiums.		

London City Board of Education - Canadian Union of Public Employees, Local 190

(CLC) (custodial services): A 24-month renewal agreement effective from Mar. 1, 1973 to Feb. 28, 1975, covering 330 employees, settled at the bargaining stage. (Previous agreement expired Feb. 28, 1973).

Wages:	Effective	<u>Mar. 1/73</u>	<u>Mar. 1/74</u>
	Increases	16¢ - 26¢	18¢ - 28¢
	Custodian Grade II (Light Duty)	\$2.97 (\$2.75)	\$3.15
	Custodian Grade III (Regular Duty)	\$3.71 -\$3.93- \$4.13 (\$3.48 -\$3.69- \$3.87)	\$3.93-\$4.16-\$4.38
	Operating Engineer	\$4.65 (\$4.49)	\$4.93

Probationary period is 90 days. Maximum for Custodian Grade III reached after one 6-month and 18-month increment.

Welfare: Life Insurance - Employer pays 75% (66-2/3%) of the premiums for life insurance.

OHIP - Employer pays 75% (66-2/3%) of the premiums for OHIP.

Semi-Private Hospitalization - Employer pays 75% (66-2/3%) of the premiums for Semi-Private Hospitalization Plan.

Extended Health Care Plan - Employer pays 75% (66-2/3%) of the premiums of extended health care plan.

## HEALTH AND WELFARE SERVICES

St. Thomas - Elgin General Hospital at St. Thomas + Service Employees, Local 220

(AFL-CIO, CLC): A 12-month renewal agreement effective from May 1, 1973 to Apr. 30, 1974, covering 287 employees, settled at the arbitration stage. (Previous agreement expired Dec. 31, 1972).

Wages:	Effective	<u>Jan. 1/73</u>	<u>Oct. 1/73</u>	<u>Jan. 7/74</u>
	Increases	12% on maximum rates		3% on maximum rates
	Additional	Increments adjusted to maintain same differential	19¢ per hour for R.N.A.'s; 6¢ per hour for Operating Room Technicians; 4¢ per hour for Groundsmen; 10¢ per hour for Carpenters	Increments adjusted to maintain same differential

Effective	Jan. 1/73	Oct. 1/73	Jan. 7/74
Maid	\$2.36 - \$2.46 (\$2.10 - \$2.20)	\$2.36 - \$2.46	\$2.43 - \$2.53
Janitor	\$2.81 - \$2.91 (\$2.50 - \$2.60)	\$2.81 - \$2.91	\$2.90 - \$3.00
Registered Nursing Assistant	\$2.91 - \$3.06 (\$2.58 - \$2.73)	\$3.10 - \$3.25	\$3.20 - \$3.35
Orderly	\$3.10 - \$3.25 (\$2.75 - \$2.90)	\$3.10 - \$3.25	\$3.20 - \$3.35
Electrician	\$4.39 - \$4.54 (\$3.90 - \$4.05)	\$4.39 - \$4.54	\$4.53 - \$4.68

Probationary period is 60 calendar days. Maximum rates for Maid and Janitor reached after two 6 - month increments of 5¢ each. Maximum rate for R.N.A.'s and Orderlies reached after three 6 - month increments of 5¢ each and for Electricians after one 6 - month increment of 15 cents.

**Shift Premiums:** Effective June 11, 1973, 0 - 15¢ - 15¢ (previously \$1.00 per full shift).

**Hours of Work:** Effective June 11, 1973, hours of work for Ambulance Driver Attendants reduced to 88 hours in a 2 - week period (previously 48 hours per week). Effective Mar. 4, 1974, hours of work reduced to 80 hours in a 2-week period.

**Meal Allowance:** Effective June 1, 1973, up to \$2.60 per meal for Ambulance Driver Attendant required to travel 100 miles or more from the city of St. Thomas and who is away during normal meal hours (new).

**Call-Back Pay:** Effective June 11, 1973, minimum of 3 (2) hours at time and one-half.  
Effective June 11, 1973, employee called in to replace an absent employee, after that employee's shift has started, receives payment for the full shift provided he has worked 6-1/2 (7) hours.

**Standby Pay:** Effective June 11, 1973, 70¢ per hour (new) in addition to call-back pay.  
Effective June 11, 1973, employer pays transportation costs to and from hospital for employees called back to work during standby (new).

**Overtime Pay:** Effective June 11, 1973, time and one-half for Ambulance Driver Attendants after 88 hours in a 2 - week period (previously after a standard work day or a standard work week). Effective Mar. 4, 1974, time and one-half after 40 hours per week.

Pay for Work on a Paid Holiday:	Effective June 1, 1973, employee who works on a paid holiday may choose to receive pay at time and one-half in addition to regular pay (same), or pay at time and one-half (previously at straight time) plus one day off at straight time rates. Lieu day off must be taken either 30 days before or following the holiday.
Paid Vacations:	3 weeks after 4 (5) years and 4 weeks after 15 (17) years.
Temporary Transfer:	An employee who relieves in a supervisory position receives 10% in excess of his prevailing rate after 7 (14) consecutive working days for period worked in this position, retroactive for each day.
Bereavement Leave:	Step - parent or person who takes the place of natural parent to employee or employee's spouse during the minority of such employee, included in up to 3 days' paid leave.
Maternity Leave:	The provisions of the Employment Standards Act apply plus a discretionary unpaid leave of absence of up to 6 additional months if complications occur. (new).
Sick Leave:	Effective June 11, 1973, credits accumulate at a rate of 1½ (1½) days per month up to a maximum of 160 days (same).  Effective June 11, 1973, upon termination of employment for reasons other than retirement or death, employee with 8 to 10 years' service receives 25% (new) of unused credits up to a maximum of 160 days, employee with 10 up to 15 years' service receives 50% of unused credits up to a maximum of 160 (136) days, employee with 15 up to 20 years' service receives 75% up to a maximum of 160 (136) days, and employee with 20 years' service or more receives 100% up to a maximum of 160 (136) days.
	Effective June 11, 1973, employee on retirement shall be entitled, or in the event of death, his representative will be entitled, to 100% of his accumulated sick leave credits up to a maximum of 160 (136) days.
Welfare:	<u>OHIP</u> - Effective June 1, 1973, employer pays 90% of the premiums for OHIP (previously 75% of OHSIP and OHSC).
Uniform Allowance:	Effective June 1, 1973, Registered Nursing Assistants receive \$20 per year, with \$10 payable on the first of January and July each year (new).
	Employer supplies and will replace summer and winter coats, 2 pairs of trousers, 3 shirts and 1 tie (previously summer and winter coats only) for Driver - Attendants.
	Employer supplies rubber gloves to employees performing dishwashing duties (new).

## LOCAL ADMINISTRATION

London City Corporation - Canadian Union of Public Employees, Local 101 (CLC)  
(office and clerical employees): A 24-month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 375 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1972).

Wages:	Effective	<u>Jan. 1/73</u>	<u>Jan. 1/74</u>
	General Increases	7% rounded to the nearest \$5	7% rounded to the nearest \$5
	Other Adjustments	Start rates remain the same with adjustments made in steps of the wage progression scales	
	Classification 3 (includes Office Clerk)	\$5,350 - \$7,510 (\$5,350 - \$7,020)	\$5,350 - \$8,035
	Classification 12 (includes Planner)	\$9,600 - \$13,995 (\$9,600 - \$13,080)	\$9,600 - \$14,975
	Probationary period is 6 calendar months. Maximum rates reached after 5 six-month increments for Classification 3 and after 6 annual increments for Classification 12.		
Paid Vacations:	4 weeks after 14 (15) years and one additional day (new) for each year of service after 20 up to a maximum of 5 weeks after 24 (25) years.		
Welfare:	Effective July 1, 1974, employer pays 50% (new) of the premiums for <u>dental plan</u> .		
Pension Plan:	Employer pays full cost for updating the 2% OMERS supplementary pension plan retroactive from July 1, 1964 and extending to Dec. 31, 1973. Plan provides additional benefits equivalent to 2% of the average of the highest 5 consecutive years' earnings multiplied by years of service up to a maximum of 35.		

London City - Local 107, Canadian Union of Public Employees (CLC) (outside employees): A 24-month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 575 employees, settled at the bargaining stage.

Wages:	Effective	<u>Jan. 1/73</u>	<u>Jan. 1/74</u>
	General Increases	29¢	29¢
	Labourer	\$3.65 (\$3.36)	\$3.94
	Welder	\$4.84 (\$4.55)	\$5.13

Shift Premiums: 0 - 17¢ - 22¢ (0 - 15¢ - 20¢).

Remaining terms of settlement are similar to those for the inside employees of the London City Corporation, reported on page 26 of this issue.

## ADDENDUM

This addendum consists of one settlement ratified in April 1973 and two ratified in March 1973.

## PRIMARY METALS

Webster Mfg. (London) Limited at London - Moulders and Allied Workers, Local 49

(AFL-CIO, CLC): A 38-month renewal agreement effective from Mar. 18, 1973 to May 7, 1976, covering 300 employees, settled at the bargaining stage and ratified in March 1973. (Previous agreement expired May 7, 1973).

	<u>Effective</u>	<u>Mar. 18/73</u>	<u>May 5/74</u>	<u>May 4/75</u>
General Increases		30¢	20¢	20¢
Cost-of-Living Fold-In		6¢ of previous cost-of-living folded into wage rates, leaving a float of 6¢		
Additional Adjustments		9¢ for skilled tradesmen; 36¢-45¢ due to reclassifications		
Job Classification 1 (includes Assembler)	\$2.81 (\$2.45)		\$3.01	\$3.21
Job Classification 8 (includes Electrician)	\$4.45 (\$4.00)		\$4.65	\$4.85
Cost-of-Living Allowance:	Effective the first pay period following issuance of Consumer Price Index for the month of June 1973, in the month of July, 1¢ per hour per 0.6 change in the CPI, based on the March 1973 Index to be adjusted quarterly, with no maximum (previous "cap" of 6¢ per contract year.)			
Shift Premiums:	0 - 15¢ - 15¢ (0 - 11¢ -13¢).			
Overtime Pay:	Time and one-half for work on a Saturday (previously if 40 hours worked in preceding week).			
	Employee(s) may refuse to work on separate overtime shifts in each calendar month, provided such employee(s) have worked 2 separate overtime shifts in that month, whether voluntary or not. No employee shall be required to work more than 8 overtime hours in any week. Afternoon separate overtime shifts are on a voluntary basis.			
Paid Holidays:	Effective in the second year of the contract, one additional day, to be celebrated on Dec. 23rd in 1974 and Jan. 2nd in 1975, is added for a total of 12 (11).			

Paid Vacations:	Effective June 30, 1974, 3 weeks after 8 (10) years and 4 weeks after 18 (20) years.
Bereavement Leave:	One day's paid leave (new) to attend funeral upon the death of brother-in-law or sister-in-law.
	One day's paid leave to attend memorial services upon death of member of immediate family, occurring outside the country.
Welfare:	<u>Life Insurance</u> - Effective May 1, 1973, \$5,000 for all employees (previously \$5,000 for male employees and \$3,000 for female employees).
	<u>Accidental Death and Dismemberment</u> - Effective May 1, 1973, \$5,000 for all employees (\$5,000 for male employees and \$3,000 for female employees). Includes 24-hour coverage (new).
	<u>Weekly Indemnity Plan</u> - Effective May 1, 1973, benefits of 66-2/3% of employee's earnings up to maximum of \$107 (previously \$65 for male employees and \$50 for female employees), payable from the first day of accident and eighth day of illness for a maximum of 26 weeks.
	<u>OHIP</u> - Effective May 1, 1973, employer pays 100% of the premiums for married employees (previously employer paid an amount equal to single employee coverage).
	Effective May 1, 1973, benefits are available to new employees after 30 (60) days worked.
Pension Plan:	Employees at age 21 (previously 21 for male employees and 25 for female employees) may join contributory plan.
Safety Shoe Allowance:	Employer pays \$15 per year (previously 50%) per employee towards the cost of safety shoes.
Safety Prescription Glasses:	Employer pays \$7.50 towards the purchase of safety prescription eye glasses, and will replace lenses broken or damaged on the job (previously employer paid \$4.50 for prescription safety glasses).

## TRANSPORTATION EQUIPMENT

Daal Specialties (Canada) Limited at Collingwood - Local 1474, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC): A 36-month renewal agreement effective from Jan. 20, 1973 to Jan. 20, 1976, covering 585 employees, settled at the post conciliation bargaining stage in April.

Wages:	Effective	<u>Jan. 20/73</u>	<u>Apr. 9/73</u>	<u>Aug. 20/73</u>	<u>Jan. 20/74</u>
General Increases		30¢	5¢	5¢	20¢
Assembler		\$2.75 (\$2.45)	\$2.80	\$2.85	\$3.05
Loom Fixer		\$3.85 (\$3.55)	\$3.90	\$3.95	\$4.15
Effective		<u>July 20/74</u>	<u>Jan. 20/75</u>	<u>July 20/75</u>	
General Increases		5¢	20¢	5¢	
Assembler		\$3.10	\$3.30	\$3.35	
Loom Fixer		\$4.20	\$4.40	\$4.45	
Shift Premiums:	0 - 12¢ - 17¢ ( 0 - 10¢ - 15¢).				
Paid Holidays:	Effective in 1973 Civic, Holiday added for a total of 10.				
Paid Vacation:	2 weeks after 1 (2) year's service, 3 weeks (new) after 5 years' service.				
Health and Welfare:	<u>Group Life Insurance and A.D. and D.</u> - coverage increased to \$3,500 (\$3,000) for each.				
	<u>Weekly Indemnity</u> - Effective in 1973, benefits are increased to \$50 (\$40) per week on a 1 - 8 - 26 basis, to \$55 per week in 1974 and to \$60 per week in 1975.				
Bereavement Leave:	Extended to provide 1 day's paid leave in the event of death of step-child, sister-in-law, brother-in-law, grandparent, grandchild, half brother and half sister (new) .				

## HEALTH AND WELFARE SERVICES

St. Joseph's Hospital at Hamilton - Nurses' Association, St. Joseph's Hospital (Ind.): A 21 1/2 - month renewal agreement effective from Mar. 11, 1973 to Dec. 31, 1974, covering 450 employees, settled at the bargaining stage and ratified in March 1973. (Previous agreement expired Mar. 10, 1973).

Wages:	Effective	<u>Mar. 11/73</u>	<u>Jan. 7/74</u>	<u>Sept. 1/74</u>
	Increases	\$40 per month for all employees except Assistant Head Nurses and General Duty Graduate Nurses who receive 50¢ per month less	\$35 per month	\$5 per month
	Other Adjustments		Increments for General Duty Graduate Nurse are \$18. (\$20); increments for General Duty Registered Nurse are \$20, \$21, \$22, \$23 and \$24 (prev- iously \$22 each)	
	General Duty Registered Nurse	\$650 - \$760 (\$610 - \$720)	\$685 - \$795	\$690 - \$800
	Assistant Head Nurse	\$697 - \$822 (\$657.50 - \$782.50)	\$732 - \$857	\$737 - \$862
Responsibility Pay:	Probationary period is 90 calendar days of continuous service. Maximum rates reached after 5 annual increments.			
Scheduling:	One weekend off in 3 will be scheduled where possible (new).  Four (three) consecutive days off will be scheduled at Christmas or New Year's.  Time and one-half for first 4 shifts worked (previously first shift) when shift schedule is changed with less than 7 days' notice.			
Sick Leave:	Effective May 25, 1973, sick leave credits accumulate at a rate of 1 1/2 days for each completed calendar month of continuous service up to a maximum of 245 (200) days. Effective Jan. 1, 1974, maximum accumulation is 260 days.			

Bereavement Leave: One day's paid leave (new) granted upon the death of grandparent or legal guardian.

Welfare: OHIP - Effective the first premium due following ratification, employer pays 80% (75%) of the premiums for OHIP. Effective Jan. 1, 1974, 85%. Effective July 1, 1974, 90%.

Life Insurance - Effective the first premium due following ratification, employer pays 80% (75%) of the premiums for HOGLIP. Effective Jan. 1, 1974, 85%. Effective July 1, 1974, 100%.

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CANADA



ONTARIO

CANADA DEPARTMENT OF LABOUR

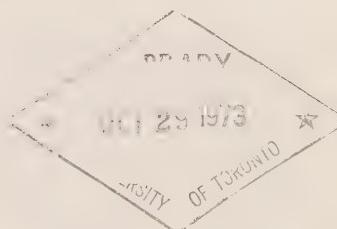
OTTAWA

ONTARIO MINISTRY OF LABOUR

TORONTO

COLLECTIVE BARGAINING SETTLEMENTS

IN ONTARIO REACHED DURING JUNE 1973



Prepared jointly by the Canada Department of Labour  
and the Ontario Ministry of Labour



## C O N T E N T S

This report consists of summaries of 31 collectively bargained settlements in Ontario's non-construction industries in June 1973. This report also includes an addendum of 6 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements for bargaining units of 500 or more employees. The Ontario Department of Labour reports on settlements for bargaining units of 200 to 500 employees.

### Notes on Rates:

Two rates are consistently sought in reporting settlements; they are the after probationary rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. However, in some bargaining units these classifications do not exist and, in such cases, an attempt is made to report increases for a low rate and a high rate. For example, in an office bargaining unit, rates that might be reported could be a clerk's rate and a senior data control analyst's rate. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled occupation and for a skilled occupation in the bargaining unit.

Provisions in brackets refer to the previous agreement.

July 30, 1973



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Kellogg Company of Canada Limited, London	Millers (AFL-CIO, CLC)	3
Kingston General Hospital	Canadian Union of Public Employees (CLC) (office employees)	27
Laura Secord Candy Shops, Limited, Toronto	Bakery Workers (AFL-CIO, CLC)	4
Manitoba Pool Elevators, National Grain (1968) Ltd., Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool and United Grain Growers Ltd., Thunder Bay	Railway Clerks (AFL-CIO, CLC)	22
Monarch Fine Foods Co. Ltd., Toronto	Teamsters (Ind.)	5
Moore Business Forms Ltd., Mount Dennis	Printing Pressmen (AFL-CIO, CLC)	9
Noranda Mines Limited (Geco Division), Manitouwadge	Canadian Union of Base Metal Workers (CNTU)	1
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<u>COMPANY</u>	<u>UNION</u>	<u>PAGE</u>
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Rio Algom Mines Limited, Elliot Lake Rockwell International of Canada Limited, Tilbury	Steelworkers (AFL-CIO, CLC) Rockwell Employees Association (Ind.)	2 16
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Sunbeam Corporation (Canada) Limited, Toronto	Federal Labour Union (CLC)	18
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Dobbie Industries Limited, Woollen and Fabric Division, Cambridge (G)	National Council of Canadian Labour (Ind.)	31
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Windsor Raceway Holdings Limited, Windsor	Service Employees (AFL-CIO, CLC)	36

## MINING

Noranda Mines Limited (Geco Division) at Manitouwadge - The Canadian Union of Base Metal Workers (C.N.T.U.): A 36-month renewal agreement effective from June 8, 1973 to June 8, 1976, covering 410 employees, settled with mediation assistance after a work stoppage. (Previous agreement expired Feb. 1, 1973).

**Wages:** Settlement pay of \$200 for employees on the active payroll as of April 11, 1973, and who return to work in accordance with procedure set out.

	<u>Effective</u>	<u>June 8/73</u>	<u>June 8/74</u>	<u>June 8/75</u>
General Increases		50¢	30¢	25¢
Helper		\$3.65 (\$3.15)	\$3.95	\$4.20
Tradesman I (includes Electrician)		\$4.65 (\$4.15)	\$4.95	\$5.20

**Shift Premiums:** 0 - 12¢ - 18¢ (0 - 10¢ - 15¢).

**Sunday Premiums:** 30¢ per hour (new).

**Cost-of-Living Allowance:** Effective in June 1975, 1¢ per hour (new) per 1.0 change in the Consumer Price Index based on the November 1974 Index, to be adjusted semi-annually with a maximum of 6¢ to the expiry date of the agreement.

**Paid Holidays:** Employees receive a lieu day off with pay when a holiday falls during or immediately preceding or immediately following his vacation (previously employees received pay for the holiday only).

One additional floating day is added for a total of 10 (9).

**Paid Vacations:** 3 weeks after 6 (8) years and 4 weeks (new) after 15 years.  
Effective 1974, 3 weeks after 5 years.

**Bereavement Leave:** Legal guardian included in 3 days' paid leave.

**Welfare:** Life Insurance and A. D. & D. - \$8,000 (\$5,000).

Weekly Indemnity - \$95 (\$75) per week, payable on a 1-4-52 basis.

OHIP - Effective Jan. 1, 1974, employer pays 85% (at present 75%) of the premiums. Effective Jan. 1, 1975, 100%.

Major Medical Plan - Employer pays 50% (new) of the premiums for a new extended health care plan including prescription drugs with deductibles of \$15 for single employees and \$30 for employees with dependents, with 80% of remaining expenses paid.

Pension Plan: \$4.50 per month per year of service after Jan. 1, 1973 (\$2 per month per year of service for the period from Jan. 1, 1970 to Dec. 31, 1972 and \$1.50 for the period from Aug. 1, 1966 to Dec. 31, 1969).

Technological Change: Employer will notify union as far in advance as possible where changes to equipment or procedures will result in permanent displacement of employees. Parties will discuss problems resulting from such changes and every attempt made to agree on methods of providing jobs for employees concerned (new).  
 In event that employer is unable to provide jobs, Employment Standards Act with respect to pay or notice in lieu will apply.

Union Security: Compulsory deduction of union dues for all employees (new).

Rio Algom Mines Limited at Elliot Lake - Local 5417, United Steelworkers of America (AFL-CIO/CLC): A 36-month renewal agreement effective from Jan. 16, 1973 to Jan. 15, 1976, covering 570 employees, settled at the conciliation board stage.

Wages:	Effective	<u>Jan. 16/73</u>	<u>Jan. 16/74</u>	<u>Jan. 16/75</u>
	General Increases	40¢	22¢	25¢
	Surface Labourer	\$3.74 (\$3.34)	\$3.96	\$4.21
	Electrician	\$5.00 (\$4.60)	\$5.22	\$5.47

Shift Premiums: 0 - 12¢ - 18¢ (0 - 10¢ - 16¢).

Sunday Premium : For regularly scheduled employees, effective Jan. 16, 1974, 60¢ (50¢) per hour and effective Jan. 16, 1975, 75¢ per hour.

Paid Vacation: Effective Jan. 16, 1975, 5 weeks (new) after 20 years' service.

Vacation Bonus: Effective Jan. 16, 1974, \$20 per week of vacation, taken between May 1 to Dec. 31, \$30 per week of vacation taken between Jan. 1 and Apr. 30 (no change). Jan. 16, 1975, \$30 per week of vacation, throughout the year.

Health and Welfare: Life Insurance - Effective Jan. 16, 1974, \$9,000 coverage for married employees (currently \$8,000 for all employees); effective Jan. 16, 1975 \$10,000 coverage for married employees.

Hospital Medical - Company to pay 100% (90%) of Major Medical and O.H.I.P. premiums in first year. In the second and third years, if the total premium cost increases are in excess of \$4 per month, the employee will pay the excess.

Dental Plan - Effective July 1, 1973, a plan equivalent to Blue Cross Plan #7 (1973 O.D.A. Schedule) (new).

Weekly Indemnity - Effective June 5, 1973, \$96 (\$80) per week on a 1 - 1 - 8 - 32 basis; effective Jan. 1, 1974, \$110 per week.

Long Term Disability - \$150 (\$100) per month effective Jan. 16, 1974 and \$200 per month effective Jan. 16, 1975.

Pension Plan: Revised plan will provide minimum pension of \$275 (\$175) per month for single employees and \$375 (\$275) per month for married employees. Retirement at age 65 mandatory by end of agreement.

Jury Duty: Employer will make up difference between jury duty pay and wages to a maximum of 3 calendar days per year.

#### FOOD AND BEVERAGE

Silverwood Dairies, Division of Silverwood Industries Limited at Toronto - Local 440, Retail, Wholesale and Department Store Union (AFL-CIO/CLC): A 36-month renewal agreement effective from Apr. 1, 1973 to Mar. 31, 1976, covering 500 employees, settled at the conciliation officer stage.

Details of settlement unavailable for publication.

Kellogg Company of Canada Limited at London - Local 154, American Federation of Grain Millers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 15, 1973 to April 15, 1975, covering 620 employees, settled at the mediation stage.

Wages:	Effective	<u>Apr. 15/73</u>	<u>Apr. 15/74</u>	<u>Oct. 15/74</u>
	General Increases	35¢	33¢	5¢
	Special Adjustments	7¢-10¢		
	Helper	\$4.59 (\$4.24)	\$4.92	\$4.97
	Mechanic "A"	\$5.58 (\$5.23)	\$5.91	\$5.96

Shift Premiums: Effective Apr. 15, 1974, 0 - 17¢ - 22¢ (0 - 15¢ - 20¢).

Call-in Pay: Double time for extra hours worked for an employee called in over and above the schedule.

Paid Vacation: 6 weeks (new) after 25 years' service.

Court Witness: Employer makes up difference between witness fee and regular wage for an employee subpoenaed as a witness except in his own defence.

Funeral Leave: 1 day's paid leave for an employee acting as a pallbearer for a fellow employee.

Trainee Program - Printing: A 5 year apprenticeship program (2 years as trainee, 18 months as a "C" 18 months as a "B") to be implemented.

Health and Welfare: Dental Plan (new). Employer pays cost of plan, with no co-insurance and no deductible.

Laura Secord Candy Shops, Limited at Scarborough - Local 264, Bakery and Confectionery Workers' International Union of America (AFL-CIO/CLC): A 22-month first agreement effective from June 18, 1973 to April 1, 1975, covering 500 employees, settled at the conciliation officer stage.

Wages:	Effective	June 18/73	Apr. 29/74
	General Increases	20¢	20¢
	Adjustments for Grade 1	3¢	2¢
	Grade 1 (includes general help)	\$2.33 (\$2.10)	\$2.55
	Electrician	\$4.70 (\$4.50)	\$4.90

Hours of Work: 40 per week.

Shift Premiums: 0 - 10¢ - 15¢.

Overtime Pay: Time and one-half for hours worked on the sixth day and double time for hours worked on the seventh day.

Paid Holidays: 9

Paid Vacations: 1 week after 6 months' service at 2% of earnings, 2 weeks after 1 year at 4%, 3 weeks after 8 years at 6%, 4 weeks after 18 years at 8% and 5 weeks after 25 years at 10%.

Health and Welfare: Life Insurance - \$4,000 coverage for married employees and \$2,000 coverage for single employees.

Hospital Medical - standard OHIP coverage.

Weekly Indemnity - 60% of earnings, up to a maximum of \$75 per week, on a 1 - 8 - 20 basis.

Employer pays premiums on all of above.

Bereavement Leave: 3 days' paid leave upon the death of members of employee's immediate family.

Jury Duty: Employer makes up difference between jury duty pay and employee's wages

Monarch Fine Foods Co. Ltd. at Toronto - Teamsters, Local 647 (Ind.): A 24-month renewal agreement effective from May 1, 1973 to Apr. 30, 1975, covering 275 employees, settled at the conciliation officer stage. (Previous agreement expired Apr.30, 1973).

<u>Wages:</u>	<u>Effective</u>	<u>May 1/73</u>	<u>May 1/74</u>
General Increases		35¢	35¢
Packer	\$3.30 - \$3.40 - \$3.50 (\$2.95 - \$3.05 - \$3.15)		\$3.65 - \$3.75 - \$3.85
Driver (within 100 miles radius)	\$4.49-3/4 (\$4.14-3/4)		\$4.84-3/4
Welder, Maintenance (Certified with Ontario Ministry of Labour)	\$5.25 (\$4.90)		\$5.60

Probationary period is 60 calendar days (previously 60 working days). Maximum rate for Packer reached after one 3 month increment and one 9 month increment.

Rates for Tank Truck Drivers: Hourly rate for tank truck drivers is replaced by mileage rates of 11¢ (10¢) per mile on trips extended beyond a 100 mile radius of the Rexdale plant. Effective May 1, 1974, 12¢ per mile.

Shift Premiums: 0 - 18¢ - 22¢ (0 - 14¢ - 18¢).

Paid Holidays: Day before New Year's Day is added for a total of 11 (10).

Paid Vacations: 3 weeks after 5(6) years.

Welfare: Employer continues to pay \$2.78 per week per employee into the Dairy Employees' Welfare Plan. Effective in 1974, employer contribution to increase to equal level of benefits being negotiated in the dairy industry.

Pension Plan: Employer pays \$.00(\$1.50) per member per week towards the pension plan. Effective May 1, 1974, employer pays \$4.00.

Technological Change: 2 months' notice to the Union and 60 working days' notice to employees due to be laid-off as a result of technological change (new).

Employees with 2 years' service or more whose employment is terminated as a direct result of technological change shall receive 2 days' severance pay for each year of service (new).

Clothing Allowance: Employer supplies 5(4) summer and winter shirts for drivers.

Employer supplies individual Hydro parkas to laboratory refinery employees previously 3 parkas supplied for use of entire staff).

Employer supplies summer trousers and shirts (previously coveralls) to Maintenance employees.

Safety Shoe Allowance: \$18(\$15) per pair towards the cost of safety shoes and employee has option of purchasing shoes from the Company (same) or place of his choice (new).

## TEXTILE

Courtaulds (Canada) Limited, Courtaulds Canada Synthetic Fibres Ltd., Caravelle Carpets Limited at Cornwall - Local 779, Textile Workers' Union of America (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1973 to April 30, 1975, covering 700 employees, settled at the bargaining stage.

Wages:	Effective	<u>May 1/73</u>	<u>May 1/74</u>
	General Increases	25¢ per hour	\$9.50 per week
	Tradesmen Adjustment	15¢	15¢
	Utility Operator	\$2.92 (\$2.67)	\$3.16
	Electrician	\$3.95 (\$3.55)	\$4.34

Shift Premium: 0 - 8¢ - 12¢ (0 - 6¢ - 10¢).

Paid Vacation: 1 extra week's vacation in the employee's retirement year (new).

Health and Welfare: Life insurance coverage - \$4,000 (formerly \$3,000 male and \$2,000 female and males under 21 years).

Pension Plan: Benefit - \$3.75 (\$3.50) per month per year of service.

Employer pays premium cost of Blue Cross Plan and major medical plan for all past and future pensioners.

Spouse receives 50% of the pension benefit upon the death of an employee if the employee is age 60.

PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada at Toronto - Printing Pressmen, Local 10 (AFL-CIO, CLC): A 22-month renewal agreement effective from June 1, 1973 to Mar. 31, 1975, covering 220 employees, settled at the bargaining stage. (Previous agreement expired May 31, 1973).

Wages:	Effective	<u>June 1/73</u>	<u>June 1/74</u>	<u>Jan. 1/75</u>
Increases		31¢ - 57¢	31¢ - 50¢	
Additional Adjustments				19¢ - 28¢ to maintain pay with reduced hours of work
Assistant Pressman		\$4.96 (\$4.61)	\$5.30	\$5.49
First Pressman (on Offset Press-Four Colours, over 54" up to 63")		\$7.24 (\$6.67)	\$7.74	\$8.02
Night Shift Premium:		15% over the day rate up to a maximum of 42¢ (40¢) per hour.		
Hours of Work:		Effective Jan. 1, 1975, regular work hours reduced to 35 (at present 36½) hours per week, with 4 shifts Monday through Thursday of 7½ hours and short Friday shift of 5 (6½) hours except where employer demands make it necessary, 5 equal shifts of 7 (7½) hours may be scheduled.		
		Effective Jan. 1, 1975, upon agreement between employer and majority of his employees, hours of work may be 4 consecutive shifts of 8-3/4 hours, to be worked Monday through Thursday or Tuesday through Friday (new). Employees on a 4-day week receive pay at double time (new) for work on a non-working or off-day.		
Overtime Pay:		Effective Jan. 1, 1975, employer may schedule the 4-day week for minimum period of 8 weeks; 14 days' notice will be given to employees required to change from the 4-day work week to the 4½ or 5-day work week.		
Paid Holidays:		10 hours shall be allowed between quitting time of any overtime period and starting time of the next regular shift, unless mutually agreed upon between employer and employee. Difference between 10 hours and actual interval allowed between shifts shall be paid for at overtime rates.		
		An employee laid off within 2 working days of a holiday shall receive holiday pay, provided he completed 30 working days' continuous service (new).		

Paid Vacations: Effective July 1, 1973, 4 weeks after 17 (18) years.  
Effective July 1, 1974, 4 weeks after 16 years.  
Effective July 1, 1975, 3 weeks after 2 (3) years and 4 weeks  
after 15 years.

Bereavement Leave: Grandmother or grandfather included in one day's paid leave  
to attend funeral.

Welfare: Employers contribute up to a maximum of \$3.85 (\$3.00) per week  
into Welfare Plan, according to cost of benefits provided in  
fund.

Pension Plan: Employers contribute \$1 (65¢) per shift into pension fund.  
Effective June 1, 1974, employers contribute \$1.25 per shift.  
  
Increases in benefits effective as of Jan. 1, 1974 and Jan.  
1, 1975, details still to be decided upon.  
  
Rate for employees of an employer not contributing to the  
Pension Plan is increased by an additional 30¢ per hour.

Special Premium: 9¢ per hour (new) for Printing Pressman operating a Bronzer or  
Verko type attachment.

Supplementary Unemployment Benefits Plan: Effective July 1, 1973, employers pay \$2.00 per week (new) into  
S.U.B. fund, details to conform to Unemployment Insurance  
Commission regulations and Department of National Revenue  
regulations allowing income tax deduction of contributions to  
such plans. In the event that such plan, is not instituted,  
balance shall be credited to Pension Plan.

Toronto Printing Companies - Printing Pressmen, Local 10 (AFL-CIO, CLC): A  
22-month renewal agreement effective from June 1, 1973 to Mar.  
22, 1975, covering 300 employees settled at the bargaining  
stage. (Previous agreement expired May 31, 1973).

Wages and terms of settlement are similar to those reported for  
Council of Printing Industries of Canada, reported on page 7.

Moore Business Forms Ltd. at Mount Dennis - Printing Pressmen, Local 466 (AFL-CIO, CLC):  
 A 24-month renewal agreement effective from June 1, 1973 to May 31, 1975, covering 220 employees, settled at the bargaining stage. (Previous agreement expired May 31, 1973).

Wages:	Effective	<u>June 1/73</u>	<u>June 1/74</u>
	Increases	21¢ - 41¢	21¢ - 41¢
	Other Adjustments	Starting rates remain the same for some classifi- cations	
	Classification 5 (includes Packer)	\$3.09 - \$4.00 (\$3.09 - \$3.74)	\$3.30 - \$4.26
	Classification 12 (includes Journeyman Electrician)	\$3.75 - \$5.29 (\$3.51 - \$4.91)	\$3.99 - \$5.67
	Classification 14 (includes Printing Pressman)	\$3.75 - \$5.50 (\$3.51 - \$5.09)	\$3.99 - \$5.91

Probationary period is 60 days and may be extended to 90 days.  
 Maximum rates for General Help reached on merit after one  
 2-month, one 4-month and three 6-month increments, for  
 Electrician after six 6-month increments and for Printing  
 Pressman after seven 6-month increments.

Shift Premiums: 0 - 32¢ - 42¢ (0 - 32¢ - 37¢).

Paid Holidays : Employee's birthday is added for a total of 10(9).

Paid Vacations: 3 weeks after 5 (6) years, 4 weeks after 15 (17) years and  
 5 weeks after 25 (29) years.

Welfare: Major Medical and Drug Plan - Effective July 1, 1973, employer pays  
 100% (previously approximately 15%) of the premiums for supplementary  
 health plan with deductibles of \$25 for single and \$50 for married  
 employees up to a maximum of \$30,000 per lifetime (previously  
 \$10,000 per year). Improvements to plan include coverage for  
 convalescent care facility to a maximum of \$20 per day, complete  
 range of paramedical services, and out-of-province hospital  
 services (portion not paid for by OHIP).

## PRIMARY METALS

Benn Iron Foundry Limited at Wallaceburg - Auto Workers, Local 251 (CLC): A 36-month renewal agreement effective from May 1, 1973 to Apr. 30, 1976, covering 230 employees, settled at the conciliation officer stage. (Previous agreement expired Apr. 30, 1973).

Wages:	Effective	<u>May 1/73</u>	<u>Aug. 1/73</u>	<u>Nov. 1/73</u>
General Increases		30¢	8¢	6¢
Cost-of-Living Fold-In		37¢ cost-of-living was fold-ed into wage rates		
Additional Adjustments		5¢ - 14¢ due to inequity adjust-ment or reclass-ifications		
Labourer	\$3.74 (\$3.07)	\$3.82	\$3.88	
Maintenance Man (Furnace Operator)	\$4.29 (\$3.38)	\$4.37	\$4.43	
Effective	<u>Aug. 1/74</u>	<u>Nov. 1/74</u>	<u>May 1/75</u>	<u>Nov. 1/75</u>
General Increases	10¢	5¢	10¢	5¢
Labourer	\$3.98	\$4.03	\$4.13	\$4.18
Maintenance Man	\$4.53	\$4.58	\$4.68	\$4.73
Cost-of-Living Allowance:	Cost-of-living dropped until Apr. 1, 1974, when formula is based on 1¢ per hour per 0.46 change in the Consumer Price Index (1961=100), (previously 1¢ per hour per 0.6 change in the CPI, 1941=100), to be adjusted quarterly.			
Shift Premiums:	0 - 12¢ - 14¢ (0 - 10¢ - 12¢). Effective May 1, 1974, 0 - 13¢ - 15¢.			
Paid Holidays:	One day in lieu of Remembrance Day is granted between Christmas Day and New Year's Day. Effective in 1974, one additional day, to be chosen by union by March 1st, is added for a total of 12 (11). Effective in 1975, an additional day to be chosen by employer is added for a total of 13.			

Paid Vacations: One week with vacation pay of 2% (same) for service up to 1 year, 2 weeks with 4% (same) after 1 up to 5 years, 2 weeks with 5% (4%) after 5 up to 7 years, 3 weeks with 6% (same) after 7 years, and 3 weeks with 7% (6%) after 10 years.

Bereavement Leave: Step-parents included in 3 days' paid leave.

Welfare: Life Insurance - Effective June 14, 1973, benefits increase to \$6,000 (\$4,000).  
Accidental Death and Dismemberment Benefits - Effective June 14, 1972, benefits increase to \$4,000 (\$2,000).  
Weekly indemnity plan - Effective June 14, 1973, benefits increase to \$85 per week for all employees (previously \$65 for male employees and \$50 for female employees,) payable from the first day of accident or hospitalization and sixth day of illness for a maximum of 26 weeks.  
Employer pays full premiums for life insurance, A.D. & D., and OHIP for 3 months following the month of sickness or accident (previously to the end of the month of sickness or accident).

Pension Plan: Effective May 1, 1975, employer pays 5¢ per hour (new) into pension plan trust fund.

The Ontario Malleable Iron Company, Limited at Oshawa - Steelworkers, Local 1500 (AFL-CIO, CLC): A 29 - month renewal agreement effective from June 19, 1973 to Nov. 22, 1975, covering 275 employees, settled with mediation assistance after a work stoppage. (Previous agreement expired Nov. 24, 1972).

Wages: Settlement pay of \$100 for all employees, pro-rated for the period from Nov. 24, 1972 and ratification date.

Effective	<u>June 19/73</u>	<u>Nov. 25/73</u>	<u>Nov. 24/74</u>
Increases	26¢ for day-workers; 20¢ for incentive workers	19¢ for day-workers; 15¢ for incentive workers	20¢ for day-workers; 16¢ for incentive workers
Additional Adjustments	10¢ for skilled tradesmen		
General Labour	\$3.12 (\$2.86)	\$3.31	\$3.51
Electrical Maintenance A	\$4.07 (\$3.71)	\$4.26	\$4.46

Shift Premiums: Effective June 19, 1973, 0 - 12¢ - 14¢ (0 - 12¢ - 12¢).

Paid Holidays: Effective Nov. 25, 1973, employee's birthday is added for a total of 10 (9).

Paid Vacations: 3 weeks (new) after 12 years. Effective Nov. 25, 1973, 3 weeks after 10 years.

Bereavement Leave: Up to 3 days' paid leave (new) granted to attend funeral upon the death of mother, father, spouse, child, sister or brother.

Welfare: Weekly Indemnity - \$60 (\$55) per week, payable from the first day of accident and sixth (eighth) day of illness for a maximum of 26 weeks. Effective Nov. 25, 1973, benefits increase to \$65.

Pension Plan: \$5 (\$3.50) per month per year of past and future service.  
Normal retirement date is the first of the month following attainment of age 65 (66).

#### METAL FABRICATING

American - Standard Division of Wabco - Standard Limited at Toronto - Potters, Local 231 (AFL-CIO, CLC): A 35 - month renewal agreement effective from June 19, 1973 to May 15, 1976, covering 200 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired May 14, 1973).

Wages: Settlement pay of \$60 per employee pro-rated for the period from May 14, 1973 to June 19, 1973.

Effective	<u>June 19/73</u>	<u>May 15/74</u>	<u>Nov. 15/74</u>
Increases	25¢ per hour for dayworkers; 21¢ for incentive workers	18¢ for day- workers; 16¢ for incentive workers	Same increase applies as shown for May 15, 1974
Additional Adjustments	5¢ - 28¢ due to inequity adjustments and reclass- ifications		
Grade I (inc- ludes General Laborer)	\$3.06 (\$2.81)	\$3.24	\$3.42
Grade 9 (inc- ludes Modeler)	\$3.62-\$4.25 (\$3.13-\$3.76)	\$3.80-\$4.43	\$3.98-\$4.61

<u>Effective</u>	<u>May 15/75</u>	<u>Nov. 15/75</u>
Increases	Same increase applies as shown for May 15, 1974	Same increase applies as shown for May 15, 1974
Grade I	\$3.60	\$3.78
Grade 9	\$4.16-\$4.79	\$4.34-\$4.97
Probationary period is 60 calendar days. Maximum rate for Grade 9 reached after three 3 - month increments.		
Shift Premiums:	Effective May 15, 1974, 16¢ (at present 15¢) per hour for all hours worked between 3:00p.m. and 8:00a.m. Effective May 15, 1975, 17¢ per hour.	
Saturday Premium:	13¢ (10¢) per hour. Effective May 15, 1974, 14¢ per hour. Effective May 15, 1975, 15¢ per hour.	
Sunday Premium:	16¢ (15¢) per hour. Effective May 15, 1974, 18¢ per hour. Effective May 15, 1975, 20¢ per hour.	
Rate on Transfer:	Employer who works on 2 jobs in any one day receives rate of higher classification (new).	
Paid Holidays:	Day before Christmas Day is added for a total of 10 (9). Effective May 15, 1974, day before New Year's Day is added for a total of 11. Effective May 15, 1975, one day between Christmas Day and New Year's Day is added for a total of 12.	
Paid Vacations:	3 weeks after 8 (10) years, 4 weeks after 17 (18) years and 5 weeks after 24 (25) years. Effective May 15, 1974, 3 weeks after 7 years and 4 weeks after 16 years. Effective May 15, 1975, 3 weeks after 6 years, 4 weeks after 15 years and 5 weeks after 25 years.	
Shift premiums included in calculations for holiday pay.		
Bereavement Leave:	Mother-in-law, father-in-law, brother-in-law or sister-in-law included in 3 days' paid leave to attend funeral or make arrangements.	
One day's paid leave (new) granted when employee is unable to attend funeral due to distance.		
Leave of Absence:	Up to 30 days' unpaid leave (new) may be granted once every 2 years to be taken with regular vacation for employees who return to homeland. Number of employees allowed this leave at one time depends on company requirements.	
Welfare:	<u>Life Insurance and A.D. &amp; D.</u> - \$6,000 (\$5,000). Employer pays 100% (new) of the premiums for life insurance of \$1,000 for retirees.	

Weekly Indemnity - \$65 (\$60) per week, payable from the first day of accident and eighth day of illness for a maximum of 26 weeks. Effective May 15, 1974, benefits increase to \$70. Effective May 15, 1975, benefits increase to \$75.

Major Medical Plan (includes drug coverage and semi-private hospitalization) - Co-insurance eliminated (previously 90% of expenses paid).

Pension Plan: \$5.50 (\$4.25) per month per year of service. Effective May 15, 1975, benefit increases to \$6.00.

Severance Pay: Upon termination of employment due to plant closing or transfer of operations, employees may receive severance pay (new) of 2 weeks' pay after 1 year's service, 4 weeks' pay after 3 years' service, 6 weeks' pay after 5 years, 8 weeks' pay after 7 years or 10 weeks' pay after 10 years.

## MACHINERY

### De Laval Company Limited at Peterborough - Machinists Local 872 (AFL-CIO, CLC):

A 24 - month renewal agreement effective from June 28, 1973 to June 27, 1975, covering 260 employees, settled at the conciliation officer stage. (Previous agreement expired June 20, 1973).

Wages:	Effective	<u>June 28/73</u>	<u>June 27/74</u>
	General Increases	8 1/2%	6 1/2% non-compounded

Group 5 (includes Assembler)	\$3.76 - \$3.80 (\$3.46 - \$3.50)	\$3.99 - \$4.03
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Group I (includes Maintenance Electrician)	\$4.51 - \$4.64 (\$4.15 - \$4.28)	\$4.79 - \$4.92
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Probationary period is 40 working days during 12 consecutive months. Maximum rates reached at a rate of 5¢ per hour or part thereof every 6 calendar months.

Cost-of-Living Allowance: Effective June 27, 1974, 1¢ per hour per 0.5 change in the Consumer Price Index above the March 1974 base up to a maximum of 6¢, to be adjusted quarterly.

Paid Holidays: August Civic Holiday is moved into the Christmas Shutdown period. Additional days may be added to provide that the Shutdown Period is 5 1/2 days for Christmas falling on a Saturday, 5 days for Christmas on Sunday, 6 days for a Monday Christmas, 7 days for Tuesday Christmas and 6 1/2 days for all other Christmas Days.

Paid Vacations: 3 weeks after 7 (8) years and 4 weeks after 18 (20) years.  
Effective June 27, 1974, 5 weeks (new) after 25 years.

Bereavement Leave: Mother-in-law and father-in-law included in one day's paid leave to attend funeral.

Welfare: Semi-private hospitalization - Employer pays 80% (new) of the premiums.

Pension Plan: Employee with 2 years' service pays 1 1/2% of earnings up to \$8,000 per year and employer pays remaining cost to provide benefits of 1% per month per year of service (replaces previous plan which provided benefits of \$25 per month for employees with 10 years' service and an additional \$5 per month per year of service thereafter up to a maximum of \$100 per month).

#### TRANSPORTATION EQUIPMENT

Fruehauf Trailer Company of Canada Limited at Mississauga - International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC): A 36-month renewal agreement effective from May 1, 1973 to April 30, 1976, covering 560 employees, settled after a work stoppage.

Wages:	Effective	<u>May 1/73</u>	<u>Apr. 28/74</u>	<u>May 1/75</u>
	General Increases	6.5%	5%	4½%
	COLA Fold-in	20¢	20¢	
	Non-production Labourer	\$4.24 (\$3.79)	\$4.65	\$4.86
	Electrician	\$4.97 (\$4.48)	\$5.42	\$5.66

Cost of Living Allowance: 40¢ COLA incorporated into rates leaving a 20¢ per hour float. New formula of 1¢ per hour for each 0.45 (0.6) change in the Consumer Price Index (1961 equals 100).

Shift Premiums: 0 - 16¢ - 18¢ (0 - 14¢ - 14¢).

Paid Vacation: 3 weeks after 7 (8) years' service; 4 weeks after 17 (new) and 4½ weeks after 19 years (unchanged).

Health and Welfare: Life Insurance and A.D. and D. - Effective July 1, 1973, \$6,000 (\$5,000); premiums paid by employer.

Weekly Indemnity - Benefits \$105 (\$95) on a 1 - 8 - 26 basis.

Pension Plan: Effective May 1, 1973, \$5 (\$4) per month per year of service; effective May 1, 1974, \$5.50 per month per year of service; effective May 1, 1975, \$6 per month per year of service. Present retirees' pensions are increased to \$5 benefit level.

## TRANSPORTATION EQUIPMENT

Rockwell International of Canada Limited at Tilbury - Rockwell Employees' Association (Ind.): A 36-month first agreement effective from June 3, 1973 to June 3, 1976, covering 220 employees, settled at the bargaining stage.

	Effective	<u>June 3/73</u>	<u>June 3/74</u>	<u>June 3/75</u>
Wages:				
General Increases		25¢	17¢	13¢ plus 4¢ to be added into rates or to be used to purchase dental plan, still to be decided
Cost-of-Living Fold-In	28¢ cost-of-living was folded into rates			
General Labourer	\$3.88 (\$3.35)		\$4.05	Not determined yet
Electrician First Class	\$4.60 (\$4.07)		\$4.77	Not determined yet
Cost-of-Living Allowance:	1¢ per hour per 0.4 change in the Consumer Price Index above the January 1973 base, with a maximum of 17¢ in the first year of the contract, and 18¢ in each of the second and third years (previously no maximum).			
Shift Premiums:	Effective June 3, 1973, 0 - 14¢ - 17¢ (0 - 12¢ - 15¢). Effective June 3, 1975, 0 - 16¢ - 19¢.			
Paid Holidays:	Effective in 1975, one additional floating day is added for a total of 13 (12).			
Christmas Bonus:	Employees receive bonus of 20, 30 or 40 hours' pay depending on years of service (previously unspecified).			
Bereavement Leave:	Up to 3 days' paid leave (new) granted to attend funeral upon the death of spouse, mother, father, brother, sister, child, mother-in-law, father-in-law, or step-relative.			
	One day's unpaid leave granted upon the death of grandparent or grandchild.			
Jury Duty Leave:	Employer makes up the difference between pay for Crown witness (and as previously pay for jury duty) and regular pay.			
Welfare:	<u>Weekly Indemnity</u> - Benefits increase to \$96 (\$65) per week, payable on a 1-8-52 basis. Effective Jan. 1, 1974, benefits increase to \$110.			
	<u>Dental Plan</u> - Effective June 3, 1975, decision will be made whether to purchase dental plan or to increase wage rates with employer contribution of 4¢ per hour (new).			

Note: Provisions in brackets refer to changes from previous personnel policy.

## ELECTRICAL PRODUCTS

Northern Electric Company Limited at Bramalea - Local 531, United Electrical, Radio and Machine Workers of America (CLC): A 34-month renewal agreement effective from June 28, 1973 to April 20, 1976, covering 1,400 employees, settled after a work stoppage.

	Effective	<u>June 28/73</u>	<u>Apr. 22/74</u>	<u>Apr. 21/75</u>	<u>Apr. 20/76</u>
Wages:					
	General Increases	31¢-46¢	23¢-37¢	11¢-18¢	
	COLA Fold-in	10¢	12¢		
	Guaranteed COLA (minimum)			13¢	13¢
	Labourer Gr. 2	\$3.24 (\$2.83)	\$3.59	\$3.83	\$3.96
	Skilled Trades Gr. 1	\$5.27 (\$4.71)	\$5.76	\$6.07	\$6.20
Retroactivity:	Lump sum payments of \$37.50 to \$55.50 covering the period from April 21, 1973 to June 27, 1973.				
Cost of Living Allowance:	1¢ per 0.45 (0.6) increase in the Consumer Price Index - 1961 (1949) equals 100.				
Shift Premiums:	Effective in June 28, 1973, 0 - 15¢ - 17¢ (0 - 13¢ - 16¢); April 22, 1974, 0 - 16¢ - 17¢; April 21, 1975, 0 - 17¢ - 17¢.				
Paid Holidays:	Effective in 1973, 1 additional between Christmas and New Years for a total of 11.				
Paid Vacation:	Effective in 1973, 3 weeks after 6 (7) years' service; 1974, 3 weeks after 5 years.				
Health and Welfare:	<u>Life Insurance</u> - Employer pays the premium on the first \$5,000 (\$2,000).				
Bereavement Leave:	One day's paid leave to attend funeral of a grandparent (new).				

Sunbeam Corporation (Canada) Limited at Toronto - Federal Labour Union, Local 27462  
(CLC): A 36-month renewal agreement effective from Apr. 1, 1973  
to Mar. 31, 1976, covering 430 employees, settled at the mediation  
stage. (Previous agreement expired Mar. 31, 1973.)

Wages:	Effective	<u>Apr. 1/73</u>	<u>Apr. 1/74</u>	<u>Apr. 1/75</u>	<u>Feb. 1/76</u>
General Increases		23¢	22¢	18¢	-
Additional Adjustments		2¢-29¢ due to reclassification; 15¢ for Tool Makers, 10¢ for Machinists			
Cost-of-Living Fold-In		6¢ cost-of-living folded into wage rates			6¢ cost-of-living guaranteed
Packer		\$3.35 (\$3.06)	\$3.57	\$3.75	\$3.81
General Labourer		\$3.46 (\$3.15)	\$3.68	\$3.86	\$3.92
Tool Maker		\$4.66 (\$4.22)	\$4.88	\$5.06	\$5.12
Cost-of-Living Allowance:		Effective Aug. 1, 1975, 1¢ per hour per 0.5 change (same) in the Consumer Price Index above the new base Index of Apr. 1, 1975, to be adjusted quarterly thereafter up to a maximum of 6¢ per hour.			
Paid Vacations:		5 weeks (new) after 25 years.			
Welfare:		<u>Life Insurance and A.D.&amp; D.</u> - Effective July 1, 1973, employer pays 75% (50%) of the premiums. Effective Apr. 1, 1974, 100%.			
		<u>Weekly Indemnity</u> - Effective July 1, 1973, employer pays 75% (50%). Effective Apr. 1, 1974, 100%.			
		<u>OHIP</u> - Effective July 1, 1973, employer pays 75% (previously 50% of the premiums for OHSIP and OHSC). Effective Apr. 1, 1974, 100%.			
		<u>Prescription Drug Plan</u> - Effective July 1, 1973, employer pays 75% (50%). Effective Apr. 1, 1974, 100%.			
Safety Shoe Allowance:		Employer pays \$9.00 per pair per year (new) towards the cost of safety shoes.			

## NON-METALLIC MINERAL PRODUCTS

Canada Cement Lafarge Ltd. in New Brunswick, Nova Scotia, Québec, Ontario, Manitoba, Saskatchewan, and Alberta - United Cement, Lime, and Gypsum Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1973 to June 30, 1975, covering 750 employees, settled at the bargaining stage.

Wages:	Effective	<u>July 1/73</u>	<u>July 1/74</u>
	General Increases	35¢	40¢
	Labourer	\$4.24 (\$3.89)	\$4.64
	Electronic Technician	\$5.26 (\$4.91)	\$5.66

Shift Premiums: Effective July 1, 1974, 0 - 20¢ - 30¢ (0 - 15¢ - 25¢).

Paid Vacation: Effective Jan. 1, 1974, 6 weeks (new) after 30 years' service.

Health and Welfare: Effective July 1, 1973, the Company will pay 30¢ (19¢) per employee hour toward the cost of the Group Life and Health Insurance Plan.

Life Insurance - \$10,000  
A.D. and D. - \$10,000  
Weekly Indemnity - \$100 (\$75) per week for 52 weeks integrated with UIC.  
Hospitalization and Major Medical - \$25 deductible per family.

Pension Plan: 10 years' limitation to be removed on Widow's Pension.  
Employee may retire at age 62 at unreduced pension if age and years of service are equal to or greater than 90.

Jury Duty: Expanded to include subpoenaed witness.

Norton Company Electric Furnace Plants at Chippawa - Chemical Workers, Local 154 (AFL-CIO, CLC): A 24-month renewal agreement effective from May 21, 1973 to May 20, 1975, covering 385 employees, settled at the conciliation officer stage. (Previous agreement expired May 20, 1973.)

Wages:	Effective	<u>May 21/73</u>	<u>May 21/74</u>
	General Increases	30¢	25¢
	Additional Adjustments	9¢ for Janitors due to reclassification	
	General Labour	\$3.75 (\$3.45)	\$4.00
	Electrician - Step 5	\$4.65 (\$4.35)	\$4.90

Shift Premiums: 0 - 17¢ - 19¢ (0 - 15¢ - 17¢).

Sunday Premium: 35¢ (30¢) per hour. Effective May 21, 1974, 40¢ per hour.

Bereavement Leave: One day's paid leave (new) granted upon the death of mother or father when employee is unable to attend funeral because of distance.

Welfare: Weekly Indemnity - Effective Jan. 1, 1974, benefits range from \$70 to \$80 (at present \$60 to \$70) per week, payable on a 3-3-26 basis.

Extended Health Care Plan (includes drugs) - Deductibles of \$10 for single and \$20 for married employees eliminated.

Pension Plan: Effective Jan. 1, 1974, supplementary pension plan provides benefits of \$5 per month per year of service up to a maximum of \$160 per month, payable at age 55 (previously 60 to 65) with 25 years' service or age 60 (same) with 20 years' service.

Effective Jan. 1, 1974, early retirement with no actuarial reduction at age 55 (previously 60 to 65) with 25 years' service or at age 60 (same) with 20 years' service.

Dominion Glass Company Limited at Wallaceburg - Local 235, United Glass and Ceramic Workers of North America (AFL-CIO/CLC): A 24-month renewal agreement effective from July 26, 1973 to July 25, 1975, covering 805 employees, settled at the bargaining stage.

Wages:	Effective	July 26/73	July 25/74	July 25/75
	General Increases	40¢	23¢	22¢
	Classification Increases	3¢-26¢		
	Machine Premium Increases	5¢-25¢		
	Group 3 (includes Labour)	\$3.63 (\$3.23)	\$3.86	\$4.08
	Group 11 (includes Electrician)	\$4.60 (\$3.94)	\$4.83	\$5.05

Hours of Work: Machine Repair and Shipping Departments 40 (42) hours per week. 5¢ per hour in lieu of maintenance of pay for normal day workers and the intermittent shift workers in the Shipping Department.

Rates of pay to be maintained during a furnace repair.

Shift Premiums: 0 - 12¢ - 18¢ (0 - 11¢ - 16¢).

Paid Vacation: 3 weeks after 5 (6) years' service, 4 weeks after 15 (18) years.

Work on Paid Holiday: Double time (time and one-half) for all hours worked in addition to holiday pay.

Health and Welfare:	<u>Weekly indemnity</u> benefits of 66 2/3% of basic weekly wage to a maximum of \$107 per week on a 1 - 4 - 26 basis (formerly \$70 per week for male employees, \$60 for female employees).
Pension Plan:	Effective in 1973 for all employees with employer paying full cost of benefits. (Formerly employer paid 50% of costs, membership was voluntary and benefits were on a percentage basis). <ul style="list-style-type: none"> <li>- A benefit of \$5.50 per month at normal retirement for each year of eligible service from Sept. 1, 1973.</li> <li>- Past service benefits of \$2.75 per month at normal retirement for each year of eligible service from Jan. 1, 1966.</li> <li>- For employees retiring before 1976 the following benefits: \$10 per month for retirees in 1975 \$20 per month for retirees in 1974 \$30 per month for retirees in 1973</li> </ul>
Safety Shoes:	Employer pays 50% of cost, not to exceed \$7.50 per pair (formerly \$5 subsidy).

#### TRANSPORTATION

Air Canada, Canada-wide - District Lodge 148, International Association of Machinists and Aerospace Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from Mar. 26, 1973 to Apr. 10, 1975, covering 6,300 employees, settled at the conciliation officer stage.

Wages:	Effective	<u>Mar. 26/73</u>	<u>Mar. 26/74</u>
	General Increases	8%	8%
	Top Scale Adjustments	\$10 per month	
	Labourer	\$156.61 per week (\$142.88)	\$169.14 per week
	Mechanic 4	\$239.65 (\$219.77)	\$258.82
Special Adjustments:	\$25 (\$15) per month for tank sealers; \$15 per month for baggage agents (new).		
Shift Premiums:	Effective Mar. 26, 1973, 0 - 29¢ - 36¢ (0 - 24¢ - 31¢); irregular shifts 40¢ (35¢).		
Paid Vacation:	Effective Jan. 1, 1974, 5 weeks after 20 (25) years' service.		
Travel Allowance:	Effective in 1973, \$11.50 (\$10.50) per day; 1974, \$12.50 per day.		
Cleaning Allowance:	\$5.00 per month for Customer Service Agents (new).		

## STORAGE

Manitoba Pool Elevators, National Grain (1968) Ltd., Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool and United Grain Growers Ltd. at Thunder Bay - Lodge 650, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1975, covering 1,600 employees, settled at the conciliation board stage.

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 1/72</u>	<u>Jan. 1/73</u>
	Adjustments for Classifications above Elevator Man Indoor	2.5%	2.5%
	General Increases	40¢	40¢
	Elevator Man Indoor	\$4.55 (\$4.15)	\$4.95
	Shipper	\$4.87 (\$4.36)	\$5.39
	Electrician	\$5.23 (\$4.71)	\$5.76

Shift Premium: 0 - 18¢ (0 - 12¢).

Shift Change: Three days' notice of shift change (new).

Leader Premium: 20¢ (10¢) per hour.

Paid Holidays: Civic Holiday added for a total of 11.

Paid Vacation: Effective in 1973, 4 weeks after 14 (15) years' service, 5 weeks after 21 (22) years; effective in 1974, 4 weeks after 13 years and 5 weeks after 20 years.

Health and Welfare: Weekly Indemnity - \$110 (\$100) per week for a maximum of 15 (13) weeks.

## ELECTRIC POWER, GAS AND WATER UTILITIES

The Hydro-Electric Power Commission of Ontario (Richard L. Hearn Generating Station Unit at Toronto and J. Clark Keith G. S. Unit at Windsor) - Canadian Union of Operating Engineers, Locals 110 and 102 (Ind.): Two 36-month renewal agreements effective from July 1, 1972 to June 30, 1975, covering 456 employees, settled at the conciliation officer stage. (Previous agreements expired June 30, 1972).

	Effective	<u>June 29/72</u>	<u>June 28/73</u>	<u>July 1/74</u>
Wages:	General Increases	8%	7% (includes 1½% prepayment of cost-of-living)	7% (includes 1½% prepayment of cost-of-living)
	Cleaner	\$4.28 (\$3.97)	\$4.58	To be determined
	Electrician	\$5.56 (\$5.15)	\$5.95	
	Turbine Boiler Operator	\$6.25 (\$5.79)	\$6.69	
Cost-of-Living Allowance:		Effectiveduring second and third years of contract, cost-of-living shall be adjusted by 3% increase or decrease in wages for each 3% change in the Consumer Price Index. The 7% general increases in 1973 and 1974 include 1½% prepayment of cost-of-living. An additional 1½% is payable during the second and third years of the contract when CPI rises 3% from the published figure for July 1, 1973, which constitutes the base.		
On-Call Pay:		\$3.50 (\$2.85) per day Monday to Friday and \$5.25 (\$4.50) per day for Saturday, Sunday or Statutory holidays.		
Shift Premiums:		0 - 19¢ - 23¢ (0 - 17¢ - 21¢).		
Paid Holidays:		One additional floating holiday, to be agreed upon by employee and supervisor, is added for a total of 11 (10).		
Paid Vacations:		Effectived in 1973, 3 weeks after 4(5) years. Effectived in 1974, 3 weeks after 3 years.		
Welfare:		<u>OHIP</u> - Effectived July 1973, employer pays 100% of the premiums for temporary employees with 4 months' service (new).		
		<u>Medical Plan</u> - Effectived as soon as possible, deductibles for Extended Health Benefits Plan reduced to \$10 for single employees and \$20 for married employees (previously \$25 per person) up to a maximum of \$10,000.		
Travelling Time Outside Normal Hours:		Employees directed by supervisors to attend training course away from normal work headquarters do not receive payment for first 3 hours of travelling time each way and receive pay at straight time rates up to a maximum of normal day's pay thereafter (new).		

Scarborough Borough Public Utilities Commission, Hydro Division, Water Works Division, Garage Division - Electrical Workers Local 636 (I.B.E.W.) (AFL-CIO, CLC): A 24-month renewal agreement effective from Apr. 1, 1973 to Mar. 31, 1975, covering 220 employees, settled at the conciliation officer stage. (Previous agreement expired Mar. 31, 1973).

<u>Wages:</u>	<u>Effective</u>	<u>Apr. 1/73</u>	<u>Apr. 1/74</u>
	General Increases	10%	7%
	Additional Adjustments	25¢ for Mechanics	
	Labourer	\$4.20 (\$3.82)	\$4.49
	J Journeyman Lineman	\$5.87 (\$5.34)	\$6.28

Shift Premiums: Effective signing date, 18¢ (15¢) per hour for afternoon shifts and 20¢ (new) for night shifts for all employees except General Maintenance and Street Light Patrol.

Lead Hand Premium: 20¢ per hour (new) for supervision of 3 men in a truck.  
25¢ per hour (new) for supervision of 4 men in a truck.

Standby Pay: \$20 (\$16) for a normal 2-day weekend and \$10 (\$8) for each additional 24 hours of standy-by.

Meal Allowance: \$2.50 (\$2.00) for employees required to work one hour after a regular shift and each 4 hours' thereafter, or after 4 hours during call-in.

Paid Vacations: 3 weeks after 4 years as of Jan. 1st (previously July 1st) and 4 weeks after 15 years as of Jan. 1st (after 14 years as of July 1st).  
Welfare: Semi-private hospitalization - Effective signing date, employer pays 100% (new) of the premiums for semi-private hospitalization.

## EDUCATION AND RELATED SERVICES

The Ontario County Board of Education at Oshawa - Canadian Union of Public Employees, Local 218 (CLC) (custodial employees): A 24-month renewal agreement effective from Apr. 1, 1973 to Mar. 31, 1975, covering 366 employees, settled at the conciliation officer stage. (Previous agreement expired Mar. 31, 1973).

Wages :	Effective	<u>Apr. 1/73</u>	<u>Apr. 1/74</u>
	General Increases	7%	8%
	Matron	\$2.89 (\$2.70)	\$3.12
	Custodian - Starting	\$3.72 (\$3.48)	\$4.02
	After 4 (3) months	\$3.92 (\$3.66)	\$4.23
	After 8 (10) months	\$4.01 (\$3.75)	\$4.33
	After 12 (16) months	\$4.14 (\$3.87)	\$4.47
	Plumber	\$5.08 (\$4.75)	\$5.49

Probationary period is 6 months.

Shift Premiums: 0 - 13¢ - 15¢ ( 0 - 12¢ - 15¢). Effective Apr. 1, 1974, 0 - 15¢ - 18¢.

Paid Holidays: Half day before Christmas Day and half day before New Year's Day are added for a total of 12 (11).

Paid Vacations: 4 weeks after 15 (16) years and 5 weeks (new) after 25 years.

Sick Leave: Maximum accumulation is increased to 250 (200) days.

Welfare: Life Insurance, A.D.& D., OHIP, Extended Health Benefits Plan, Long Term Disability Insurance - Effective ratification date, employer pays 75% (66-2/3%) of the premiums for these benefits.

The Peel County Board of Education at Mississauga - Caretakers' Association (Ind.):  
 A 24-month renewal agreement effective from July 1, 1973 to June 30, 1975, covering 352 employees, settled at the bargaining stage. (Previous agreement expired June 30, 1973).

Wages:	Effective	<u>July 1/73</u>	<u>July 1/74</u>
	General Increases	7.8% rounded to the nearest dollar	6.95% rounded to the nearest dollar
	Cleaner (full-time)	\$5,610 - \$6,812 (\$5,204 - \$6,319)	\$6,000 - \$7,285
	Assistant Custodian (full-time)	\$7,616 - \$8,551 (\$7,065 - \$7,932)	\$8,145 - \$9,145
	Plumber	\$14,349 (\$13,311)	\$15,346
Promotions and Demotions:	Assistant Custodian appointed to Head Custodian position, or Head Custodian appointed to another category receives \$280 (\$260) per year in addition to regular salary or minimum of new category, whichever is greater.		
	Head Custodian or Building Supervisor demoted to another category or to Assistant Custodian, receives regular salary reduced by \$280 (\$260) per year, or maximum of the new category, whichever is lesser.		
Split Shift Allowance:	Effective June 30, 1974, \$10 per month up to a maximum of \$100 per year paid as mileage allowance to Head Custodians who are on split shift (new).		
Acting Head Custodian:	\$240 (\$200) per year for Assistant Custodian who assumes duties of Head Custodian in excess of 20 consecutive working days.		
Special Heating Season Allowance:	\$70 (\$50) per year for Head Custodian who attends to coal-fired boilers on statutory holidays during the heating season.		
Paid Vacations:	4 weeks after 11(13) years and 5 weeks after 20(21) years.		
Uniform Allowance:	Employees may request uniform replacements up to a maximum of \$75 (\$65) per year plus tax, except for Printing and Stores Department staff and Clerk Despatchers who receive \$65 (same).		

## HEALTH AND WELFARE SERVICES

Kingston General Hospital - Canadian Union of Public Employees, Local 931 (CLC)  
(office employees): A 21-month renewal agreement effective from Apr. 1, 1973 to Dec. 31, 1974, covering 285 employees, settled at the conciliation officer stage. (Previous agreement expired Mar. 31, 1973).

Wages:	Effective	<u>Apr. 1/73</u>	<u>Apr. 1/74</u>
	Increases	\$33 - \$42 per month	\$37 - \$49 per month
	Grade 3 (includes Clerk)	\$413 - \$448 (\$380 - \$415)	\$450 - \$485
	Grade 8 (includes Printer)	\$565 - \$615 (\$525 - \$575)	\$610 - \$660

Probationary period is 3 months. Maximum rate for Grade 3 reached after two 6-month increments of \$20 and \$15, and for Grade 8 after two 6-month increments of \$25 each.

Paid Vacations: Effective in 1974, 4 weeks after 14 (15) years.

Sick Leave: Effective Jan. 1, 1974, credits accumulate at a rate of  $1\frac{1}{2}$  (1) days per month.

Seniority: A permanent employee affected by lay-off may retain seniority for a period of 1 year (previously 3 months).

Welfare: Life Insurance - Employer pays 80% (75%) of the premiums.

OHIP - Employer pays 80% (75%) of the premiums.

## FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (economics, sociology and statistics group): A 24-month renewal agreement effective from July 1, 1972 to June 30, 1974, covering 1,650 employees, settled at the arbitration stage.

Wages:	Effective	<u>July 1/72</u>	<u>July 1/73</u>
	General Increases	6%	5%
	ES 1	\$7,378-\$15,044 (\$6,960-\$14,192)	\$7,747-\$15,796
	ES 5	\$23,250-\$29,000 (\$22,000-\$27,250)	\$24,500-\$30,500

Hours of Work: Upon request of an employee and the concurrence of his immediate supervisor, an employee may complete his weekly hours of employment in a period of other than 5 full days in each 7-day period and his normal work day may be scheduled as agreed between him and his immediate supervisor.

Paid Vacation: For the purpose of calculating length of vacation leave - "years of pensionable service" means any years of service whether continuous or not, by an employee in the Public Service.

Government of Canada (Treasury Board)-Public Service Alliance of Canada (CLC) (general services group): A 36-month renewal agreement effective from Oct. 1, 1972 to Sept. 28, 1975, covering 12,800 employees, settled at the bargaining stage.

Wages:	Effective	<u>Aug. 1/73</u>	<u>Dec. 31/73</u>	<u>Dec. 30/74</u>
	General Increases	5% (minimum increase)	6%	5%

Building Services Category

OTTAWA, ONT.

Level 2	\$2.88 (\$2.74)	\$3.05	\$3.20
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Level 12	\$5.33 (\$5.07)	\$5.64	\$5.92
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HALIFAX, N.S.

Level 2	\$2.74 (\$2.61)	\$2.90	\$3.05
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Level 12	\$5.07 (\$4.83)	\$5.37	\$5.64
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## VANCOUVER, B.C.

Level 2	\$3.10 (\$2.85)	\$3.29	\$3.45
Level 12	\$5.74 (\$5.27)	\$6.09	\$6.38

Retroactivity: \$42 per month for the period Oct. 1, 1972 to July 31, 1973.

Shift Scheduling: Effective 60 days after the signing date, schedules are to be posted 15 days in advance (new).

If schedule changes without 5 days' notice, employee receives time and one-half for first shift worked in the new schedule. The shift must start at least 4 hours earlier or later than the formerly scheduled shift. (Previously if shift changed without 1 day's notice, time and one-half for full shift).

Overtime: Double time after 16 hours in any 24-hour period or after 8 hours' work on the first day of rest (formerly time and one-half for all hours of overtime).

Standby Pay: \$2.00 (\$1.50) for each 8-hour period or portion. \$6.00 (\$4.50) on a day of rest or paid holiday.

Paid Vacation: Effective May 1, 1973, 3 weeks after 4 (5) years' service, 5 weeks (new) after 30 years.

If at the end of a fiscal year, an employee's vacation entitlement includes a period of less or more than one-half day, entitlement will be increased to the nearest half-day (new).

After employment terminates - 4% after a period of less than 6 months (4% after a period of less than 6 months or more than 30 days).

Advance pay - effective July 1, 1973, employer will issue 2 weeks' advance pay if requested by the employee 6 weeks in advance of the last pay period before the vacation commences (new).

Paid Leave: Liberalization of provisions providing for paid leave (unpaid) to employees requiring time off for union business.

## LOCAL ADMINISTRATION

Windsor City - Locals 543 and 82, Canadian Union of Public Employees (CLC) (inside and outside employees): A 24-month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 900 employees, settled at the post conciliation bargaining stage.

Wages:	Effective	Jan. 1/73	Jan. 1/74
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General Increases (based on 1972 rates)	8%	7%
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Hourly Rates

Labourer	\$4.37 (\$4.05)	\$4.65
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Motor Mechanic	\$5.46 (\$5.06)	\$5.81
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Bi-weekly Rates

Jr. Clerk & Stenos	\$234.86-\$270.90 (\$217.46-\$250.83)	\$250.08-\$288.46
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Various Inspectors	\$493.35 (\$456.81)	\$525.33
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Hours of Work: 33  $\frac{3}{4}$  for inside and 40 hours for outside employees (no change).

A 4-day work week for survey crews in the public works department has been implemented on a trial basis for the balance of the year.

Paid Vacation: 3 weeks after 4 (5) years' service.

Health and Welfare: Effective July 1, 1973, Corporation pays cost of additional benefits under the Green Shield Prescription A-4 Extended Health Services Plan (formerly Green Shield Prescription including injectibles).

The Corporation will make up the difference between Workmen's Compensation benefits and the employee's net (full) pay, for periods of temporary total disability; also, the employee's vacation will be reduced by one-twelfth for each full month's absence beyond 6 months.

Pension Plan: Basis of O.M.E.R.S. Supplementary plan increased to 2% (1.75%). Maximum number of years for pension calculations reduced to 35 (40) years.

Mileage Allowance: 17¢ per mile for first 5,000 miles annually and 13¢ per mile thereafter for those employees who by their job description are required to provide a car for their work; all other employees using their private cars for municipal business, 15¢ per mile. (Previously 15¢ per mile for all employees).

## ADDENDUM

This addendum consists of one settlement ratified in the month of February 1973, one settlement ratified in April 1973 and four settlements ratified in May 1973.

## TEXTILE

The Dobbie Industries Limited, Woollen and Fabric Division at Cambridge (Galt) -

National Council of Canadian Labour, Local 208 (Ind.): A 24-month renewal agreement effective from May 1, 1973 to Apr. 30, 1975, covering 204 employees, settled at the bargaining stage and ratified in May 1973. (Previous agreement expired Apr. 30, 1973).

<u>Wages:</u>	<u>Effective</u>	<u>May 1/73</u>	<u>Apr. 29/74</u>
General Increases		9¢	10¢
Additional Adjustments		4¢ - 22¢ for some classifications	
Mender		\$2.22 (\$2.13)	\$2.32
Electrician, Class I		\$3.555 (\$3.465)	\$3.655

Welfare: Life Insurance - \$3,000 (\$1,500) for female employees.

Weekly Indemnity - 60% of earnings up to a maximum of \$96 per week (previously benefits ranged from \$25 to \$50), payable for up to 15 (13) weeks.

Extended Health Plan (includes drugs) - Deductibles reduced to \$10 (\$25) for single employees and \$25 (\$50) for married employees with 80% of remaining expenses paid, and semi-private not included in deductible.

## TRANSPORTATION EQUIPMENT

Motor Wheel Corporation of Canada Limited and Motor Wheel Industries (Chatham) Limited at Chatham - Local 127, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC):  
A 39-month renewal agreement effective from Feb. 19, 1973 to May 18, 1976, covering 600 employees, settled at the bargaining stage in February.

Wages:	Effective	Feb. 19/73	May 13/74	May 12/75
	General Increases	44½¢	25¢*	25¢*
	Tradesmen Adjustment	10¢		
	C.O.L.A. Fold-in	21¢		
	Assembly Machine Operator	\$4.285 (\$3.63)	\$4.535	\$4.785
	Electrician	\$5.285 (\$4.53)	\$5.535	\$5.785

\* Includes a guaranteed C.O.L.A. of 10¢ per year.

Cost of Living Allowance: Continued (no change in formula).

Shift Premium: 0 - 15¢ - 17¢ (0 - 13¢ - 15¢).

Paid Holidays: Effective in 1973, 12 (10) holidays per year, effective in 1975, 13.

Paid Vacation: 3 weeks (new) after 5 years' service at 6% of earnings or 120 hours' pay (formerly after 5 years' service, 2 weeks vacation and 5% of annual earnings or 100 hours' pay).

Health and Welfare: Life Insurance and A.D. and D. - effective in 1973, \$6,000 (\$5,000); effective in 1974, \$7,000 and effective in 1975, \$8,000.

Weekly Indemnity - \$85 per week on a 1 - 8-52 basis (\$65 on a 1 - 8 - 26 basis).

Dental Plan - employee pays 4½¢ per hour into the dental fund (new).

Pension Plan: Effective in 1973, \$3.50 (\$2.50) per month per year of service; effective in 1974, \$4.50 and effective in 1975, \$5.50.

SUB Plan: Maximum funding \$450 (\$300) per employee.

Safety Shoe Allowance: \$7.00 per year (new).

Port Arthur Shipbuilding Company at Thunder Bay - Painters, Local 1671, Plumbers, Local 628, Carpenters, Local 2693 and Steelworkers, Local 5055 (AFL-CIO, CLC): Two 36 - month renewal agreements effective from Apr. 1, 1973 to Mar. 31, 1976, covering 221 employees, settled at the post-conciliation bargaining stage and ratified in May 1973. (Previous agreements expired Mar. 31, 1973).

	<u>Effective</u>	<u>Apr. 1/73</u>	<u>Apr. 1/74</u>	<u>Apr. 1/75</u>
Wages:	Increases	40¢	20¢-30¢	23¢-33¢
	Labourer	\$3.36 (\$2.96)	\$3.56	\$3.79
	Electrician Class 1	\$4.30 (\$3.90)	\$4.60	\$4.93
Overtime Pay:	Effective May 30, 1973, time and one-half for first 4 hours worked on a Saturday and double time (time and one-half) thereafter.			
Pay for Work on a Paid	Double time (time and one-half) in addition to regular holiday pay.			
Paid Vacations:	Effective Apr. 1, 1974, vacation pay of 2% (same) plus \$2 (new) per month of service for employees with less than 12 months' service, 1 week with 4% (2%) plus \$2 per month (new) for employees with 1 year's service, 2 weeks with 4% with \$25 per week of vacation (new) for employees with 2 (3) years' service, 3 weeks with 6% (same) plus \$25 per week of vacation (new) for employees with 10 years' service, 3 weeks with 6% (same) plus \$30 per week of vacation (new) for employees with 15 years' service, and 3 weeks with 8% (same) plus \$30 per week of vacation (new) for employees with 20 years' service.			
Welfare:	<u>Life Insurance, A.D.&amp; D., weekly indemnity, OHIP, semi-private hospitalization</u> - Effective Apr. 1, 1974, employer pays \$31 (\$25) per month per employee towards the cost of these premiums. <u>Life Insurance</u> - Effective Apr. 1, 1974, \$5,000 (\$3,000). <u>A.D. &amp; D.</u> - Effective Apr. 1, 1974, \$5,000 (\$3,000). <u>Weekly Indemnity</u> - Effective Apr. 1, 1974, benefits of \$70 (\$50) per week, payable on a 1 - 8 - 26 basis.			
Pension Plan:	Employer pays 3¢ per man-hour worked (new) into pension fund. Effective Apr. 1, 1974, employer pays 5¢ per hour. Effective Apr. 1, 1975, 7¢ per hour.			
Safety Shoe Allowance:	Effective May 30, 1973, employer pays \$10 (new) per year towards the cost of safety shoes.			
Tool and Leather Allowance:	Effective May 30, 1973, apprentices with 12 months' service, and as previously, mechanics, who supply \$100 worth of own tools, receive 2¢ per hour in addition to own hourly rate. Effective May 30, 1973, Class A and B welders receive an additional 2¢ per hour to the basic rate toward the cost of leathers (new).			

## ELECTRIC POWER, GAS AND WATER UTILITIES

The Hydro-Electric Commission of the City of Ottawa - Canadian Union of Public

Employees, Local 200 (CLC): A 24-month renewal agreement effective from Apr. 1, 1973 to Mar. 31, 1975, covering 210 employees, settled at the conciliation officer stage and ratified in May 1973. (Previous agreement expired Mar. 31, 1973).

Wages:	Effective	<u>Apr. 1/73</u>	<u>Apr. 1/74</u>
	General Increases	9%	7-3/4%
	Groundman	\$3.22 - \$3.46 - \$3.86 (\$2.95 - \$3.17 - \$3.54)	\$3.47 - \$3.73 - \$4.16
	Lineman, Class "A"	\$5.68 (\$5.21)	\$6.12

Probationary period is 6 months. Rates for 1st 6 months, 2nd 6 months and 2nd year are shown for Groundman.

Overtime Pay: Double time for overtime hours worked after midnight Friday (previously time and one-half up to 5:00 p.m. and double time thereafter for work on a Saturday).

Call-In Pay: Minimum of 3 (2) hours' pay at straight time.

Meal Allowance: \$2.00 (\$1.50) after 2 hours' overtime with no prior notice after regular shift and every 4 hours thereafter.

Paid Vacations: 3 weeks after 5 (6) years, 4 weeks after 15 (18) years and one additional day for each year from the 20th (previously 21st) year to the 25th (26th) year up to a maximum of 5 weeks.

Welfare: OHIP - Effective July 1, 1973, employer pays 85% (75%) of the premiums.

Extended Health Care Plan (includes drugs) - Effective July 1, 1973, employer pays 85% (75%) of the premiums.

Semi-private Hospitalization - Effective July 1, 1973, employer pays 85% (75%) of the premiums.

Employer makes up the difference between Workmen's Compensation payments and regular wages for up to 6 (3) months.

Pension Plan: Effective July 1, 1973, employer pays 85% (50%) of the cost of the OMERS supplemental pension plan.

Safety Shoe Allowance: Employer pays \$25 per year (new) towards the cost of safety shoes.

Parking Fee: Employer charges \$1.00 per month for employees who use parking lot (previously \$12 per lifetime).

## HEALTH AND WELFARE SERVICES

Central Park Lodges of Canada Limited at Hamilton, Kitchener, London, Ottawa, Thunder Bay and Toronto - Service Employees, Locals 183, 204, 220, and 532 (AFL-CIO, CLC): Six 36-month renewal agreements effective from Jan. 1, 1973 to Dec. 31, 1975, covering 325 employees, settled at the conciliation officer stage and ratified in May 1973. (Previous agreements expired Dec. 31, 1972).

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 1/73</u>	<u>July 1/73</u>	<u>Jan. 1/74</u>
	Increases	8¢ - 17¢	13¢ - 15¢	10¢ - 13¢
	Domestic	\$2.07-\$2.32 (\$1.99-\$2.17)	\$2.20-\$2.45	\$2.30-\$2.55
	Guest Attendant	\$2.13-\$2.38 (\$2.05-\$2.23)	\$2.26-\$2.51	\$2.36-\$2.61
	Registered Nursing Assistant	\$2.70-\$2.93 (\$2.53-\$2.76)	\$2.85-\$3.08	\$2.97-\$3.20
	Orderly (Qualified)	\$2.72-\$2.96 (\$2.59-\$2.83)	\$2.85-\$3.09	\$2.97-\$3.22
	<u>Effective</u>	<u>July 1/74</u>	<u>Feb. 1/75</u>	<u>Oct. 1/75</u>
	Increases	10¢ - 12¢	10¢ - 12¢	10¢ - 17¢
	Domestic	\$2.40-\$2.65	\$2.50-\$2.75	\$2.60-\$2.90
	Guest Attendant	\$2.46-\$2.71	\$2.56-\$2.81	\$2.66-\$2.96
	R.N.A., Orderly	\$3.09-\$3.32	\$3.21-\$3.44	\$3.33-\$3.61

Probationary period is 90 days. Maximum rates reached after 2 annual increments (previously after two 6-month and one annual increment).

**Shift Premiums:** Effective June 1, 1973, 0 - 6¢ - 8¢ (0 - 6¢ - 6¢). Effective July 1, 1974, 0 - 8¢ - 10¢. Effective Mar. 1, 1975, \$1.00 per full afternoon or evening shift.

**Paid Holidays:** Effective in 1974, Boxing Day is added for a total of 10 (9).

**Paid Vacations:** Effective in 1975, 3 weeks after 4 (5) years and 4 weeks (new) after 14 years.

**Welfare:** Life Insurance - Effective July 1, 1973, employer pays 100% (80%) of the premiums for life insurance of \$2,000 (\$1,500).

OHIP - Effective May 1, 1973, employer pays 80% of the premiums for OHIP for single employees and 50% for married employees (previously 80% of single rate for all employees). Effective Jan. 1, 1974, employer pays 75% for married employees. Effective Jan. 1, 1975, employer pays 90% of single or family rates. Effective Mar. 1, 1975, employer pays 100%. Employees must not be otherwise covered.

**Meals:** Meals to be charged to employees at 60¢ (previously 50¢); effective in 1974, at 70¢; effective in 1975, at 75¢.

Effective in 1974, employer will work out pro-rata portion costs for employees who do not take full meals.

**Seniority:** An employee leaving the employ at one lodge due to change in residence and who applies for a similar position within 30 days thereafter and is accepted for employment at another lodge, shall retain seniority for purposes of probationary period, sick leave and wage level (new).

#### MOTION PICTURE AND RECREATIONAL SERVICES

Windsor Raceway Holdings Limited at Windsor - Service Employees, Local 639 (AFL-CIO, CLC) (mutuel employees): A 24 - month renewal agreement effective from Apr. 1, 1973 to Mar. 31, 1975, covering 225 employees, settled at the conciliation officer stage and ratified in May 1973. (Previous agreement expired Mar. 31, 1973).

<b>Wages:</b>	<u>Effective</u>	<u>Apr. 1/73</u>	<u>June 1/74</u>	<u>Jan. 1/75</u>
General Increases	\$1.00-\$4.50 per day	\$1.00 per day	\$1.00 per day	
One Way Seller (\$2-\$5)	\$26.10 (\$25.10)	\$27.10	\$28.10	
Calculator - Auditor	\$55.10 (\$54.10)	\$56.10	\$57.10	
Sunday Racing Premium:	\$2.25 (\$1.75) for each race in addition to 9 races on any one harness racing card. Effective Jan. 1, 1974, \$2.50.			

# CUMULATIVE INDEX

January to June 1973

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ISSUE

INDUSTRY AND COMPANY

## LOGGING

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Dryden Paper Company Ltd., Dryden and Ear Falls	Carpenters (Lumber and Sawmill Workers) (AFL-CIO, CLC)	Feb. 1
Eddy Forest Products Limited, Espanola	Carpenters (Lumber and Sawmill Workers) (AFL-CIO, CLC)	Mar. 1
Great Lakes Paper Company Limited, Thunder Bay	Carpenters (Lumber and Sawmill Workers) (AFL-CIO, CLC)	Jan. 2
Kimberly-Clark of Canada Limited, Longlac	Carpenters (Lumber and Sawmill Workers) (AFL-CIO, CLC)	Mar. 1
Ontario-Minnesota Pulp and Paper Co., Kenora and Fort Frances	Carpenters (Lumber and Sawmill Workers) (AFL-CIO, CLC)	Jan. 2
Spruce Falls Power and Paper Company Limited, Kapuskasing	Carpenters (Lumber and Sawmill Workers) (AFL-CIO, CLC)	Jan. 3

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Canadian Food Products Sales Limited, Toronto	Retail, Wholesale Employees (AFL-CIO, CLC)	Apr. 2
Christie, Brown & Co. Ltd., Toronto	Bakery Workers (AFL-CIO, CLC)	May 3
Dempster's Bread-Division of Corporate Foods Limited, Toronto	Teamsters (Ind.)	Jun. 3
Great Atlantic and Pacific Tea Company, Limited, Toronto	Bakery Workers (AFL-CIO, CLC)	Apr. 3

INDUSTRY AND COMPANYPAGEISSUE

## FOOD AND BEVERAGE (cont'd.)

House of Seagram (various distilleries), New Brunswick, Quebec, Ontario and Manitoba  
 Kellogg Company of Canada Limited, London  
 Laura Secord Candy Shops, Limited, Toronto  
 Monarch Fine Foods Co. Ltd., Toronto  
 Nestle (Canada) Ltd., Chesterville  
 Pepsi-Cola Canada Ltd., Hamilton,  
 St. Catharines and Toronto  
 Silverwood Dairies, Division of Silverwood Industries Limited, Toronto

## RUBBER

Goodyear Tire and Rubber Company of Canada,  
 Limited, Owen Sound

## LEATHER

Batawa Footwear, Division of Bata Industries  
 Limited, Batawa, Campbellford and Picton  
 Beardmore, A Division of Canada Packers  
 Limited, Acton

## TEXTILE

Courtaulds (Canada) Limited, Courtaulds Canada  
 Synthetic Fibres Ltd., Caravelle Carpets  
 Limited, Cornwall  
 Dobbie Industries Limited, Woollen and Fabric  
 Division, Cambridge (G)  
 Dobbie Industries Limited (Worsted Division and  
 Hand Knit Division), Guelph and Cambridge (G)  
 Huyck Canada Limited, Arnprior  
 Kingston Spinners Limited, Kingston  
 Millhaven Fibres Limited, Millhaven  
 Patons & Baldwins (Canada) Limited, Toronto  
 Wabasso Limited (Empire Cotton Div.), Welland

<u>INDUSTRY AND COMPANY</u>	<u>UNION</u>	<u>ISSUE</u>
FOOD AND BEVERAGE (cont'd.)		
House of Seagram (various distilleries), New Brunswick, Quebec, Ontario and Manitoba	Distillery Workers (AFL-CIO, CLC)	Apr.
Kellogg Company of Canada Limited, London	Millers (AFL-CIO, CLC)	June
Laura Secord Candy Shops, Limited, Toronto	Bakery Workers (AFL-CIO, CLC)	June
Monarch Fine Foods Co. Ltd., Toronto	Teamsters (Ind.)	June
Nestle (Canada) Ltd., Chesterville	Retail, Wholesale Employees (AFL-CIO, CLC)	Feb.
Pepsi-Cola Canada Ltd., Hamilton,	Brewery Workers (AFL-CIO, CLC)	Feb.
St. Catharines and Toronto	Retail, Wholesale Employees (AFL-CIO, CLC)	June
Silverwood Dairies, Division of Silverwood Industries Limited, Toronto	Retail, Wholesale Employees (AFL-CIO, CLC)	June
RUBBER	Rubber Workers (AFL-CIO, CLC)	Mar.
LEATHER		2
Batawa Footwear, Division of Bata Industries Limited, Batawa, Campbellford and Picton Beardmore, A Division of Canada Packers Limited, Acton	Boot and Shoe Workers (AFL-CIO, CLC) Food Workers (AFL-CIO, CLC)	Jan. Feb.
TEXTILE		5
Courtaulds (Canada) Limited, Courtaulds Canada Synthetic Fibres Ltd., Caravelle Carpets Limited, Cornwall	Textile Workers Union (AFL-CIO, CLC)	June
Dobbie Industries Limited, Woollen and Fabric Division, Cambridge (G)	National Council of Canadian Labour (Ind.)	June
Dobbie Industries Limited (Worsted Division and Hand Knit Division), Guelph and Cambridge (G)	Textile Workers Union (AFL-CIO, CLC)	Mar.
Huyck Canada Limited, Arnprior	Federal Labour Union (CLC)	Mar.
Kingston Spinners Limited, Kingston	United Textile Workers (AFL-CIO, CLC)	Feb.
Millhaven Fibres Limited, Millhaven	Oil Workers (AFL-CIO, CLC)	Jan.
Patons & Baldwins (Canada) Limited, Toronto	Textile Workers Union (AFL-CIO, CLC)	Apr.
Wabasso Limited (Empire Cotton Div.), Welland	United Textile Workers (AFL-CIO, CLC)	Jan.
CLOTHING		3
Cluett, Peabody and Company of Canada Limited,	Amalgamated Clothing Workers (AFL-CIO, CLC)	Jan.

INDUSTRY AND COMPANYUNIONISSUEPAGE

WOOD

Gillies Bros. & Co. Ltd., Braeside  
4

FURNITURE AND FIXTURE

Emanuel Products Limited, Toronto  
7

PAPER AND ALLIED

Canadian Wallpaper Manufacturers Limited, Toronto  
Continental Can Company of Canada Limited,  
Mount Dennis  
Hilroy Envelopes & Stationery Limited, Toronto  
Lily Cups Limited, TorontoWoodworkers (AFL-CIO, CLC)  
Woodworkers (AFL-CIO, CLC)  
Printing Pressmen (AFL-CIO, CLC)  
Printing Pressmen (AFL-CIO, CLC)  
Paperworkers (AFL-CIO, CLC)  
Printing Pressmen (AFL-CIO, CLC)

PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada, Toronto  
Moore Business Forms Ltd., Mount Dennis  
Toronto Printing Companies, TorontoPrinting Pressmen (AFL-CIO, CLC)  
Printing Pressmen (AFL-CIO, CLC)  
Printing Pressmen (AFL-CIO, CLC)

PRIMARY METALS

Algoma Steel Corporation, Limited, Sault Ste.  
Marie  
Atlas Steels Company (Div. of Rio Algom  
Mines Limited), Welland  
Benn Iron Foundry Limited, Wallaceburg  
Burlington Steel Company (Div. of Slater Steel  
Industries Limited), Hamilton  
Lake Ontario Steel Company Limited, Whitby  
Ontario Malleable Iron Company Limited,  
Oshawa  
Webster Mfg. (London) Limited, LondonSteelworkers (AFL-CIO, CLC)  
Steelworkers (AFL-CIO, CLC)  
Auto Workers (CLC)  
Steelworkers (AFL-CIO, CLC)  
Steelworkers (AFL-CIO, CLC)  
Steelworkers (AFL-CIO, CLC)  
Molders (AFL-CIO, CLC)

May

Mar.

Apr.

May

June

July

June

Mar.

May

METAL FABRICATING

American-Standard Division of Wabco-Standard  
Limited, Toronto  
Anthes Eastern Limited, TorontoPotters (AFL-CIO, CLC)  
Auto Workers (CLC)June  
Mar.12  
6

## METAL FABRICATING (Cont'd.)

Canron Limited, Eastern Structural Division,  
Rexdale  
Decor Metal Products, Midland  
Dominion Steel & Coal Corporation Ltd.,  
Etobicoke Works  
Firestone Steel Products of Canada Limited,  
London  
General Spring Products Company, Kitchener  
Great West Steel Industries Ltd., Mississauga  
and Toronto  
Trane Company of Canada Limited, Toronto

## MACHINERY

Black Clawson-Kennedy Ltd., Owen Sound  
Canada Machinery Corporation Limited, Cambridge (G)  
Canadian Blower and Forge Company Limited,  
Kitchener  
Canadian Timken Limited, St. Thomas  
De Laval Company Limited, Peterborough  
Dorr-Oliver-Long Limited, Orillia

## TRANSPORTATION EQUIPMENT

Canadian Shipbuilding and Engineering Ltd.,  
(Collingwood Shipyards Div.), Collingwood  
Carter Carburetor Division, ACF Canada  
Limited, Bramalea  
Daal Specialties (Canada) Limited, Collingwood  
Eaton Yale Ltd., Chatham  
Essex International of Canada Ltd., St. Thomas  
Fruehauf Trailer Company of Canada Limited,  
Mississauga  
Hawker-Siddeley Canada Ltd. (Canadian Car Div.),  
Thunder Bay  
Motor Wheel Corporation of Canada Limited and  
Motor Wheel Industries (Chatham) Limited,  
Chatham  
Port Arthur Shipbuilding Company, Thunder Bay

Rockwell International of Canada Limited, Tilbury

## STRUCTURAL IRON WORKERS (AFL-CIO, CLC)

Structural Iron Workers (AFL-CIO, CLC)  
May  
Jan.  
May  
Feb.  
Jan.  
Feb.  
Feb.

## STEELWORKERS (AFL-CIO, CLC)

Steelworkers (AFL-CIO, CLC)  
Jan.  
Jan.  
May  
Steelworkers (AFL-CIO, CLC)  
Steelworkers (AFL-CIO, CLC)

## ELECTRICAL WORKERS (U.E.) (CLC)

Electrical Workers (U.E.) (CLC)  
Feb.  
7

PAINTERS, PLUMBERS, CARPENTERS,  
STEELWORKERS (AFL-CIO, CLC)

Painters, Plumbers, Carpenters,  
Steelworkers (AFL-CIO, CLC)  
Rockwell Employees' Assn. (Ind.)  
June

June

June

June

PAGEINDUSTRY AND COMPANYISSUEELECTRICAL PRODUCTS

Beach Foundry Limited, Ottawa	Auto Workers (CLC)	Feb. 9
Grouse-Hinds Canada Limited, Scarborough	Auto Workers (CLC)	May 17
Hoover Company, Ltd., Hamilton	Electrical Workers (U.E.) (CLC)	Mar. 7
I-T-E Circuit Breaker (Canada) Limited, (Eastern Power Devices Division), Mississauga	Electrical Workers (I.B.E.W.) (AFL-CIO, CLC)	Apr. 9
Marsland Engineering Ltd., Waterloo	Auto Workers (CLC)	May 15
Microsystems International Limited, Ottawa	Canadian Union of Communication Workers (Ind.)	Apr. 10
Northern Electric Company Limited, Bramalea	Electrical Workers (U.E.) (CLC)	June 17
Philco-Ford of Canada Limited, Toronto	Machinists (AFL-CIO, CLC)	Feb. 22
RCA Limited, Renfrew	Electrical Workers (I.U.E.) (AFL-CIO, CLC)	May 13
Sangamo Company Limited, Toronto	Machinists (AFL-CIO, CLC)	Apr. 10
N. Slater Company, Division of Slater Steel Industries Limited, Hamilton	Steelworkers (AFL-CIO, CLC)	Mar. 9
Sunbeam Corporation (Canada) Limited, Toronto	Federal Labour Union (CLC)	June 18
Westinghouse Canada Limited, London	Electrical Workers (U.E.) (CLC)	May 14

NON-METALLIC MINERAL PRODUCTS

Canada Cement Lafarge Ltd., N.B., N.S., Que., Ont., Sask., Alta.	Cement Workers (AFL-CIO, CLC)	June 19
Canadian Gypsum Company Limited, Hagersville	Woodworkers (AFL-CIO, CLC)	May 18
Canadian Ohio Brass Company, Limited,	Chemical Workers (AFL-CIO, CLC)	Mar. 11
Niagara Falls		
Dominion Glass Company Limited, Hamilton	Glass and Ceramic Workers (AFL-CIO, CLC)	Apr. 11
Dominion Glass Company Limited, Wallaceburg	Glass and Ceramic Workers (AFL-CIO, CLC)	June 20
Norton Company Electric Furnace Plants, Chippawa	Chemical Workers (AFL-CIO, CLC)	June 19

MISCELLANEOUS MANUFACTURING

Canada Cycle and Motor Company Limited, Toronto	Auto Workers (CLC) (production, warehouse and office employees)	May 18
Canadian General-Tower Limited, Cambridge (G)	Rubber Workers (AFL-CIO, CLC)	Apr. 36
Greb Industries Limited, Kitchener	United Shoe Workers (AFL-CIO, CLC)	Apr. 12
Kodak Canada Limited, Brampton and Toronto	Chemical Workers (AFL-CIO, CLC)	Jan. 16

## TRANSPORTATION

	UNION	ISSUE	PAGE
Air Canada, Canada-wide	Canadian Air Line Pilots Association (Ind.)	Mar.	11
Air Canada, Canada-wide	Machinists (AFL-CIO, CLC)	June	21
Air Terminal Transport, Division of Charterways Transportation Limited, Mississauga	Teamsters (Ind.)	Apr.	14
General Aviation Services Ltd., Toronto	Machinists (AFL-CIO, CLC)	Jan.	28
Hamilton Street Railway Company, Hamilton	Transit Union (AFL-CIO, CLC)	Apr.	37
St. Lawrence Seaway Authority, Ontario and Quebec	Railway, Transport and General Workers Union (CLC) (operation and maintenance, headquarters and construction)	Mar.	12

## STORAGE

	UNION	ISSUE	PAGE
Manitoba Pool Elevators, National Grain (1968) Ltd., Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool and United Grain Growers Ltd., Thunder Bay	Railway Clerks (AFL-CIO, CLC)	June	22

## COMMUNICATION

	UNION	ISSUE	PAGE
Government of Canada (Treasury Board)	Council of Postal Unions (CLC) (postal clerks and letter carriers, full-time)	Feb.	10
Government of Canada (Treasury Board)	Council of Postal Unions (CLC) (postal clerks and letter carriers, part-time)	Feb.	11
Government of Canada (Treasury Board)	Postal Officials Association (Ind.) (postal supervisors group)	May	19

## ELECTRIC POWER, GAS AND WATER UTILITIES

	UNION	ISSUE	PAGE
Hydro-Electric Commission, City of Hamilton	Electrical Workers (I.B.E.W.) (AFL-CIO, CLC)	Feb.	12
Hydro-Electric Commission of the City of Ottawa	Canadian Union of Public Employees (CLC)	June	34
Hydro-Electric Power Commission of Ontario, Province-wide	Canadian Union of Public Employees (CLC)	Apr.	16
Hydro-Electric Power Commission of Ontario (Generating Units), Province-wide	Operating Engineers (CUOE) (Ind.)	June	23
London City Public Utilities Commission	Canadian Union of Public Employees (CLC)	Jan.	16
North York Borough Hydro Electric Commission	Canadian Union of Public Employees (CLC)	Apr.	15
Scarborough Borough Public Utilities Commission	Electrical Workers (I.B.E.W.) (AFL-CIO, CLC)	June	24

**ELECTRIC POWER, GAS AND WATER UTILITIES (cont'd.)**

Toronto Electric System	Canadian Union of Public Employees (CLC) (hourly rated employees)	Apr.	18
Toronto Hydro Electric System	Canadian Union of Public Employees (CLC) (clerical and technical employees)	Apr.	17
Windsor Utilities Commission	Electrical Workers (I.B.E.W.) (AFL-CIO, CLC)	Apr.	19

**RETAIL TRADE**

Great Atlantic and Pacific Tea Company, Limited, Toronto	Retail, Wholesale Employees (AFL-CIO, CLC) (warehouse employees)	Jan.	18
M. Loeb (London) Limited, Barrie, Chatham, Kingston and London	Food Workers (AFL-CIO, CLC)	Apr.	20
National Grocers Co. Ltd., various locations in Ontario	Teamsters (Ind.)	Jan.	29
Toronto Fuel Oil Dealers, Toronto	Teamsters (Ind.)	Jan.	19

**EDUCATION AND RELATED SERVICES**

Frontenac County Board of Education, Kingston	Canadian Union of Public Employees (CLC)	May	20
Lakehead Board of Education, Thunder Bay	Service Employees (AFL-CIO, GLC)	Feb.	13
Lambton County Board of Education, Sarnia	Canadian Union of Public Employees (CLC)	Apr.	21
London City Board of Education	Canadian Union of Public Employees (CLC) (custodial services)	May	23
London City Board of Education	Canadian Union of Public Employees (CLC)	May	22
McMaster University, Hamilton	(office and clerical employees)	May	22
Ontario County Board of Education, Oshawa	Service Employees (AFL-CIO, CLC)	Jan.	20
Peel County Board of Education, Mississauga	Canadian Union of Public Employees (CLC) (custodial employees)	June	25
Queen's University, Kingston	Caretakers' Association (Ind.)	June	26
Sault Ste. Marie Board of Education	Kingston Heating and Maintenance Workers' Union (CLC)	Feb.	14
Simcoe County Board of Education, Barrie	Canadian Union of Public Employees (CLC)	Mar.	12
Toronto Board of Education	Canadian Union of Public Employees (CLC)	Mar.	14
York University, Toronto	Toronto Building and Construction Trades Council (AFL-CIO, CLC) (maintenance and construction employees)	Apr.	22
	Canadian Union of Public Employees (CLC)	Feb.	15

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## HEALTH AND WELFARE SERVICES

Belleville General Hospital	Nurses' Association, Belleville General Hospital (Ind.) Service Employees (AFL-CIO, CLC)	Feb.	16
Brantford General Hospital and St. Joseph's Hospital, Brantford	Nurses' Association, Joseph Brant Memorial Hospital (Ind.) Service Employees (AFL-CIO, CLC)	Apr.	24
Joseph Brant Memorial Hospital of the Burlington - Nelson Hospital, Burlington Central Park Lodges of Canada Limited, Hamilton, Kitchener, London, Ottawa, Thunder Bay and Toronto	Nurses' Association, Joseph Brant Memorial Hospital (Ind.) Service Employees (AFL-CIO, CLC)	Apr.	23
Greater Niagara General and St. Catharines General Hospitals, Niagara Falls and St. Catharines	Service Employees (AFL-CIO, CLC) (non-medical employees)	Apr.	25
Hamilton Civic Hospitals	Canadian Union of Public Employees (CLC) (non-medical employees)	Apr.	26
Hamilton Civic Hospitals	Nurses' Association, Hamilton Civic Hospitals (Ind.)	Feb.	17
Hotel Dieu Hospital, St. Catharines	Nurses' Association, Hotel Dieu Hospital (Ind.)	Mar.	15
Kingston General Hospital	Canadian Union of Public Employees (CLC) (office employees)	June	27
Kingston General Hospital	Canadian Union of Public Employees (CLC) (non-professional employees)	Mar.	16
Metropolitan General Hospital and 3 other hospitals, Windsor	Service Employees (AFL-CIO, CLC)	Jan.	20
Oshawa General Hospital	Nurses' Association, Oshawa General Hospital (Ind.)	Apr.	26
Ottawa Civic Hospital	Canadian Union of Public Employees (CLC) (non-professional employees)	Apr.	27
Ottawa General Hospital	National Federation of Services, Inc. (CNFTU) (non-medical employees)	Mar.	17
Queensway General Hospital Association, Toronto	Nurses' Association, Queensway General Hospital (Ind.)	Jan.	21
Religious Hospitalallers of Hotel Dieu of St. Joseph, Windsor	Service Employees (AFL-CIO, CLC)	Jan.	22
Riverdale Hospital, Toronto	Canadian Union of Public Employees (CLC)	Mar.	17
St. Catharines General Hospital, St. Catharines General Hospital (Ind.)	Nurses' Association, St. Catharines General Hospital (Ind.)	Mar.	17
St. Joseph's Hospital, Hamilton	Nurses' Association, St. Joseph's Hospital (Ind.)	May	31

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## HEALTH AND WELFARE SERVICES (cont'd.)

St. Mary's of the Lake Hospital, Kingston	St. Mary's of the Lake Hospital Employees' Association (Ind.)	Mar.	18
St. Thomas - Elgin General Hospital, St. Thomas	Service Employees (AFL-CIO, CLC)	May	23
Salvation Army Grace Hospital, Windsor	Nurses' Association, Salvation Army Grace Hospital (Ind.)	Mar.	27
Sarnia General Hospital	Service Employees (AFL-CIO, CLC)	Apr.	28
Scarborough General Hospital	Canadian Union of Public Employees (CLC) (non-medical employees)	Apr.	29
Stratford General Hospital	Nurses' Association, Stratford General Hospital (Ind.)	Feb.	18
Sudbury General Hospital of the Immaculate Heart of Mary	Nurses' Association, Sudbury General Hospital (Ind.)	Mar.	20
Sunnybrook Hospital and 4 other hospitals, Toronto	Service Employees (AFL-CIO, CLC) (non-medical employees)	Apr.	30
Sunnybrook Hospital, Toronto	Service Employees (AFL-CIO, CLC) (office and clerical employees)	Apr.	31
Victoria Hospital, London	Service Employees (AFL-CIO, CLC) (Registered Nursing Assistants group)	Feb.	19

## MOTION PICTURE AND RECREATIONAL SERVICES

Ontario Jockey Club (Thoroughbred Division)	Service Employees (AFL-CIO, CLC)	Mar.	22
Windsor Raceway Holdings Limited, Windsor	Service Employees (AFL-CIO, CLC)	June	36

## FEDERAL ADMINISTRATION

Government of Canada (Treasury Board)	Professional Institute (Ind.) (economics, sociology and statistics group)	June	28
Government of Canada (Treasury Board)	Professional Institute (Ind.) (engineering and land survey group)	Mar.	22
Government of Canada (Treasury Board)	Public Service Alliance (CLC) (communications group)	Jan.	24
Government of Canada (Treasury Board)	Public Service Alliance (CLC) (general services group)	June	28
Government of Canada (Treasury Board)	Public Service Alliance (CLC) (general technical group)	Jan.	24
Government of Canada (Treasury Board)	Public Service Alliance (CLC) (primary products inspection group)	Feb.	19

<u>PAGE</u>	<u>UNION</u>	<u>ISSUE</u>
<b>INDUSTRY AND COMPANY</b>		
FEDERAL ADMINISTRATION (cont'd.)		
Government of Canada (Treasury Board)	Public Service Alliance (CLC) (social science support group)	Apr.
Government of Canada (Treasury Board)	Public Service Alliance (CLC) (technical inspection group)	Jan.
National Research Council of Canada, Ottawa	Research Council Employees' Association (Ind.) (clerical and regulatory group, office equipment operation group)	Apr.
<b>PROVINCIAL ADMINISTRATION</b>		
Ontario Government	Civil Service Association of Ontario (Ind.) (operational services group)	Jan.
Ontario Government	Civil Service Association of Ontario (Ind.) (social service group)	Jan.
Ontario Government	Ontario Provincial Police Assn. (Ind.)	Apr.
<b>LOCAL ADMINISTRATION</b>		
Kingston City Corporation (includes Rideaucrest Home for the Aged)	Canadian Union of Public Employees (CLC)	Apr.
London City Corporation	Canadian Union of Public Employees (CLC) (outside employees)	May
London City Corporation	Canadian Union of Public Employees (CLC) (inside employees)	May
Oshawa City Corporation	Canadian Union of Public Employees (CLC) (inside employees)	Feb.
Waterloo Regional Board of Commissioners of Police, Waterloo	Waterloo Regional Police Association (Ind.)	Mar.
Windsor City Corporation	Canadian Union of Public Employees (CLC) (inside and outside employees)	June

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CANADA



ONTARIO

CANADA DEPARTMENT OF LABOUR  
OTTAWA

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
IN ONTARIO REACHED DURING JULY 1973



Prepared jointly by the Canada Department of Labour  
and the Ontario Ministry of Labour



## C O N T E N T S

This report consists of summaries of 31 collectively bargained settlements in Ontario's non-construction industries in July 1973. This report also includes an addendum of 3 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements for bargaining units of 200 to 500 employees.

### Notes on Rates:

Two rates are consistently sought in reporting settlements; they are the after probationary rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. However, in some bargaining units these classifications do not exist and, in such cases, an attempt is made to report increases for a low rate and a high rate. For example, in an office bargaining unit, rates that might be reported could be a clerk's rate and a senior data control analyst's rate. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled occupation and for a skilled occupation in the bargaining unit.

Provisions in brackets refer to the previous agreement.

Aug. 24, 1973



JULY SETTLEMENTS REPORTED IN THIS ISSUE

<u>COMPANY</u>	<u>UNION</u>	<u>PAGE</u>
A & P Company of Canada Ltd., various locations in Ontario	Canadian Food and Allied Workers (AFL-CIO/CLC) (retail food employees, full and part-time)	21
Canada Packers Limited, Walkerton	Food Workers (Packinghouse Workers) (AFL-CIO/CLC)	1
Canadian Broadcasting Corporation	Canadian Union of Public Employees (CLC) (office and professional employees)	18
Canadian Broadcasting Corporation	Canadian Union of Public Employees (CLC) (production employees)	19
Canadian Standards Association, Toronto	Canadian Union of Public Employees (CLC)	26
Canadian Trailmobile Ltd., Brantford	United Auto Workers (CLC)	10
ERCO Industries Limited, Port Maitland	Steelworkers (AFL-CIO/CLC)	16
Fiberglas Canada Limited, Guelph	Textile Workers' Union (AFL-CIO/CLC)	3
Frankel Structural Steel Limited, Toronto	Structural Iron Workers (AFL-CIO/CLC)	7
Government of Canada (Treasury Board)	Council of Graphic Arts Unions of the Public Service of Canada (AFL-CIO/CLC) (printing operations group)	27
Government of Canada (Treasury Board)	Public Service Alliance (CLC) (ships crews' group)	28
Gulf Oil Canada Limited, Mississauga	Oil Workers (AFL-CIO/CLC)	15
John T. Hepburn, Limited, Mississauga and Toronto	Steelworkers (AFL-CIO/CLC)	7
International Hardware Company of Canada Limited, Belleville	Molders (AFL-CIO/CLC)	9
Loblaw Grocerterias Co., Limited, various locations in Ontario	Canadian Retail Employees (CLC) (warehouse, divisional, stores service and advertising employees)	22
Motor Transport Industrial Relations Bureau of Ontario (Inc.) (Eastern Canada Car Carrier), Ontario and Quebec	Teamsters (Ind.)	17
National Garment Manufacturers Association (Sportswear Division), Toronto	United Garment Workers (AFL-CIO/CLC)	4
New Mount Sinai and Wellesley Hospitals, Toronto	Service Employees (AFL-CIO/CLC)	22
Niagara Falls City Corporation	Canadian Union of Public Employees (CLC)	28
North York General Hospital, Toronto	Nurses' Association, North York General Hospital (Ind.)	23
Northern Electric Company Limited, Ontario, Manitoba, Saskatchewan, Alberta	Communication Workers of Canada (CLC) (Installers Western region - shop, warehouse and office employees)	19
Northern Electric Company Limited, London, Belleville, Bramalea, Kingston	United Auto Workers (CLC)	12

<u>COMPANY</u>	<u>UNION</u>	<u>PAGE</u>
Northern Electric Company Limited, London, Belleville, Kingston	United Auto Workers (CLC)	13
Northern Wood Preservers, Limited, Thunder Bay	Carpenters (AFL-CIO/CLC)	5
Omstead Foods Limited, Wheatley	Teamsters (Ind.)	1
Oshawa General Hospital	Canadian Union of Public Employees (CLC)	24
Rockwell Manufacturing Company of Canada, Limited, Guelph	Molders (AFL-CIO/CLC)	11
St. Mary's General Hospital, Kitchener	Service Employees (AFL-CIO/CLC)	23
Thermotex Windows of Canada and Benarnal Company Limited, Toronto	Steelworkers (AFL-CIO/CLC)	8
Toronto Star Ltd., Toronto	Toronto Newspaper Guild (AFL-CIO/CLC)	6
Uniroyal Ltd., Kitchener	Rubber Workers (AFL-CIO/CLC) (production employees)	2

JUNE SETTLEMENTS REPORTED IN THIS ISSUE

Patchogue Plymouth - Hawkesbury Mills Division of Amoco Canada Petroleum Company Ltd., Hawkesbury	Woodworkers (AFL-CIO/CLC)	31
Sunar Industries Limited, Waterloo Welland County General Hospital	Steelworkers (AFL-CIO/CLC) Service Employees (AFL-CIO/CLC)	32 33

## FOOD AND BEVERAGE

Omstead Foods Limited at Wheatley - Teamsters, Local 880 (Ind.): A 21-month renewal agreement with 24-month wage schedule, is effective from July 15, 1973 to Apr. 11, 1975, covering 430 employees, settled with mediation assistance after a work stoppage. (Previous agreement expired Apr. 11, 1973.)

Details are not available for publication.

Canada Packers Limited at Walkerton - Food Workers (Packinghouse Workers), Local P1105 (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 1, 1973 to Mar. 31, 1975, covering 237 employees, settled after a work stoppage. (Previous agreement expired Mar. 31, 1973.)

**Wages:** Retroactive pay of 30¢ per hour worked during the period from May 1 to July 1, 1973.

	<u>Effective</u>	<u>July 1/73</u>	<u>Apr. 1/74</u>
General Increases		35¢	25¢
Additional Adjustments	1¢ - \$1.25 due to inequity adjustments and reclassifications		1¢ - 5¢ for some classifications
General Labourer	\$2.80 - \$3.15 (\$2.45 - \$2.80)		\$3.05 - \$3.40
Maintenance Mechanic Class A	\$3.60 - \$3.95 (\$3.11 - \$3.26)		\$3.90 - \$4.25

Probationary period is 90 days. Maximum rates reached after one 7-week increment of 7¢ and an increment of 28¢ upon completion of probationary period.

**Shift Premiums:** Effective July 1, 1973, 13¢ (11¢) per hour for hours worked between 6:00 p.m. and 6:00 a.m. Effective Apr. 1, 1974, 15¢ per hour.

Effective July 1, 1973, 13¢ (new) per hour for hours worked on shifts commencing between 3:00 p.m. and 6:00 p.m. Effective Apr. 1, 1974, 15¢ per hour.

**Sunday Premium:** Effective July 1, 1973, \$1.00 (80¢) per hour.

**Guaranteed Work Week:** Effective July 1, 1973, weekly guarantee of 36 hours' pay at regular rates for every week worked during the year (previously, 36 hours' pay for weeks worked between May 16th and Dec. 15th and 32 hours' pay for all other weeks worked).

Paid Vacations: 4 weeks after 16 (18) years and 5 weeks (new) after 25 years. Effective Apr. 1, 1974, 4 weeks after 15 years.

Jury Duty  
Leave: Effective July 1, 1973, employer makes up the difference between pay for jury duty or pay for court witness and regular pay (new).

Pay for Work on Day of Injury: Effective July 1, 1973, employee injured at work and requiring medical attention receives pay for the balance of his shift and/or pay for scheduled hours lost during up to 3 visits to a doctor or hospital within 6 weeks of the date of accident (new).

Welfare: Weekly Indemnity - Effective July 1, 1973, weekly indemnity benefits of \$65 per week for employees in Job Groups A or B, and \$70 for employees in Job Group C or above (previously \$48 per week for female employees and \$58 per week for male employees), payable from the third (fourth) day of accident or illness for periods ranging from up to 4 weeks for employees with 6 months' service to 52 weeks for employees with 10 years' service. Effective Apr. 1, 1974, benefits increase to \$70 per week for Job Groups A or B and \$75 for Job Groups C or above, payable from first day of hospitalization (new) and third day of illness or accident.

OHIP - Effective July 1, 1973, employer pays 100% (previously 67% of the premiums for OHSIP) for the present premiums for OHIP, and will pay up to \$1.00 per month for single employees or \$2.00 per month for employees with dependents (new) towards any increase in premiums.

Major Medical Plan - Effective July 1, 1973, employer pays 100% (new) of the premiums for major medical plan with deductibles of \$25 for single employees and \$50 for married employees, with 80% of remaining expenses paid.

Safety Shoe Allowance: Employee pays \$4 and employer pays remaining cost (previously 50% of the cost) towards safety shoes.

Employer will rebate \$1.25 per pair of safety shoes purchased through the employer during the past 2 years (new).

## RUBBER

Uniroyal Ltd. at Kitchener - Local 67, United Rubber, Cork, Linoleum and Plastic Workers of America (AFL-CIO/CLC) (production workers): A 33-month renewal agreement effective from July 3, 1973 to April 14, 1976, covering 600 employees, settled after a work stoppage. (Previous agreement expired April 14, 1973).

Wages:	Effective	July 3/73	Oct. 15/73	Apr. 15/74
	General Increases	25¢	5¢	15¢
	Skilled Trades Adjustments	10¢	-	10¢

	<u>July 3/73</u>	<u>Oct. 15/73</u>	<u>Apr. 15/74</u>
Labourer	\$2.83 (\$2.58)	\$2.88	\$3.03
Maintenance Journeyman	\$4.11 (\$3.76)	\$4.16	\$4.41
Effective	<u>Oct. 15/74</u>	<u>Apr. 15/75</u>	<u>Oct. 15/75</u>
General Increases	10¢	10¢	10¢
Labourer	\$3.13	\$3.23	\$3.33
Maintenance Journeyman	\$4.51	\$4.61	\$4.71

Shift Premiums: 0 - 10¢ - 15¢ (0 - 9¢ - 12¢).

Reporting Pay : 4 (3) hours minimum.

Paid Holidays: 1 floating holiday added for a total of 11 paid holidays.

Paid Vacation: 5 weeks after 20 (22) years' service.

Health and Welfare: Life Insurance - male employees \$7,000 (\$6,000).  
                           - female employees \$5,500 (\$4,500).  
                           - retired males \$3,500 (\$3,000).  
                           - retired females \$2,750 (\$2,250).

Major Medical - deductibles \$10 (\$25) single, \$20 (\$50) married.

Weekly Indemnity - Effective Jan. 1, 1974, benefits of 66 2/3% (60%) of earnings.

Pension Plan: Benefits scaled according to wages: up to \$2.85 per hour - \$4 per month per year of service; \$2.86 - \$3.30 per hour - \$4.75 per month per year of service; \$3.31 or more per hour - \$5.25 per month per year of service.

Employees may retire voluntarily or at employer's option at age 62 (65) and are eligible for supplementary pension benefits of \$4.25 per month per year of service.

## TEXTILE

Fiberglas Canada Limited at Guelph - Textile Workers' Union, Local 1305 (AFL-CIO, CLC): A 24-month renewal agreement effective from June 1, 1973 to May 31, 1975, covering 400 employees, settled at the conciliation officer stage. (Previous agreement expired May 31, 1973.)

<u>Wages:</u>	<u>Effective</u>	<u>June 1/73</u>	<u>June 1/74</u>
General Increases		33¢	31¢
Additional Adjustments		6¢ for Mechanics	

	<u>June 1/73</u>	<u>June 1/74</u>
General Labour	\$3.78 (\$3.45)	\$4.09
Electrician	\$4.76 (\$4.43)	\$5.07

Shift Premiums: 0 - 10¢ - 20¢ (0 - 8¢ - 16¢).

Continuous Shift Premium: Time and one-half (time and one-quarter) for hours worked between 7 a.m. Saturday to 7 a.m. Sunday.

Paid Holidays: One floating holiday is added for a total of 11 (10).

Paid Vacations: 5 weeks (new) after 20 years. Effective Apr. 1, 1974, 3 weeks after 3 (5) years and 4 weeks after 10 (15) years.

Bereavement Leave: Son-in-law and daughter-in-law included in up to 3 days' paid leave to attend or arrange for funeral.

Welfare: Life Insurance and A.D.& D. - Employer pays 100% (previously employee paid 25¢ per \$1,000) of the premiums for increased benefits of \$7,000 (\$5,000).

Weekly Indemnity - Benefits range from \$90 to \$120 (previously \$80 to \$100) per week, payable on a 1-4-26 basis.

OHIP - Employer pays 100% (85%) of the premiums for OHIP.

Major Medical Plan - Employer pays 100% (85%) of the premiums.

Clothing Allowance: Employer supplies protective overboots to Binder Mixers (new).

#### CLOTHING

National Garment Manufacturers Association (Sportswear Division) at Toronto - Local 253  
The United Garment Workers of America (AFL-CIO/CLC): A 24-month  
renewal agreement effective from May 1, 1973 to April 30, 1975, covering  
520 employees, settled at the post conciliation bargaining stage in  
June 1973.

<u>Wages:</u>	<u>Effective</u>	<u>May 1/73</u>	<u>May 1/74</u>
	General Hand	\$3.08 (\$1.89)	\$2.29

Paid Holidays: Boxing Day added for a total of 9.

Paid Vacation: 3 weeks after 11 (13) years' service.

## WOOD

Northern Wood Preservers, Limited, at Thunder Bay - Carpenters, Local 2827  
(AFL-CIO/CLC): A 24-month renewal agreement effective from May 16, 1973 to May 15, 1975, covering 315 employees, settled at the conciliation officer stage. (Previous agreement expired May 15, 1973.)

Wages:	Effective	<u>May 16/73</u>	<u>May 16/74</u>
General Increases		37¢	33¢
Additional Adjustments		3¢ - 15¢ for some classifications	
Labour		\$3.78 (\$3.41)	\$4.11
Electrician		\$4.84 (\$4.32)	\$5.17

Shift Premiums: 0 - 15¢ - 20¢ (0 - 13¢ - 18¢).

Meal Allowance: \$2.50 (\$2.00) after 4 hours' overtime with no prior notice.

Paid Holidays: One floating holiday per calendar year is added for employees with 1 year's service for a total of 10 (9). Effective May 16, 1974, Remembrance Day is added for a total of 11.

Paid Vacations: 4 weeks after 15 (17) years and 5 weeks after 25 (30) years.

Bereavement Leave: Grandparent and legal guardian included in up to 2 days' paid leave.

Welfare: Weekly Indemnity - Effective May 16, 1974, weekly indemnity benefits of 70% of basic weekly earnings up to a maximum of \$120 (previously flat amount of \$60), payable from the first day of accident and the third (fourth) day of illness for a maximum of 52 (26) weeks.

OHIP - Employer pays \$12 per month (same) for single employees and \$24 (previously \$22.80) per month for employees with dependents towards the cost of OHIP. Employees who work part of month qualify for full payment (previously payment pro-rated according to number of days worked).

Job Transfer: Employee with 20 years' seniority whose job classification is discontinued permanently or temporarily, receives the rate of the new classification or will receive an adjusted rate midway between his former rate and the general labour rate, whichever is greater, for the next two months (new), and the rate of the new classification thereafter.

Clothing Allowance: Employer provides coveralls to regular garage and machine shop employees (new).

#### PRINTING, PUBLISHING AND ALLIED

Toronto Star Ltd. at Toronto - Toronto Newspaper Guild, Local 87 of the Newspaper Guild (AFL-CIO/CLC): A 24-month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 1,600 employees, settled at the mediation stage.

Wages:	Effective	<u>Jan. 1/73</u>	<u>Jan. 1/74</u>	<u>Sept. 1/74</u>
	Increases (weekly)	\$10-\$18	\$10-\$18	
	Junior Clerk	\$110.62-\$131.75 (\$100.62-\$121.75)	\$120.62-\$141.75	

Senior Reporter (after 5 years)	\$258.00 (\$240.00)	\$276.00	\$280.00
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Adjustments - Effective July 1, 1973 and July 1, 1974, delivery-garage employees receive additional adjustments ranging from \$2.50 to \$5.00 per week.

- Effective Sept. 1, 1974, reporters, photographers and copy editors receive an adjustment ranging from \$3.50 to \$4.00 per week.

Hours of Work: Employer agreed to discuss the possibility of a shorter work week (new).

Paid Holidays: 1 additional for a total of 9.

Paid Vacation: 4 weeks after 9 (10) years' service.

Health and Welfare: Life insurance - \$3,000 (\$1,500).

OHIP - Employer pays 100% (60%) of premiums for present employees, those on sick leave, disability leave and early retirement pensioners.

Deductibles removed from Blue Cross Extended Health Benefits Plan, including prescription drugs and other Major Medical services for active and retired employees.

Dental Plan - Effective Jan. 1, 1974, with employer paying 75¢ per week per employee towards premium cost. Each employee will pay \$1.46 per week.

METAL FABRICATING

Frankel Structural Steel Limited at Toronto - Structural Iron Workers, Local 743 (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 15, 1973 to Apr. 26, 1975, covering 230 employees, settled at the mediation stage. (Previous agreement expired Apr. 14, 1973.)

Wages:	Effective	<u>Apr. 15/73</u>	<u>Apr. 21/74</u>
General Increases		10%	9%
Labourer	\$3.81 - \$3.92 (\$3.46 - \$3.56)		\$4.15 - \$4.27
Electrical Maintenance Mechanic	\$4.87 - \$4.98 (\$4.15 - \$4.24)		\$5.31 - \$5.43
Fitter 1st Class	\$4.73 - \$4.84 (\$4.30 - \$4.40)		\$5.16 - \$5.28

Probationary period is 30 working days. Employees receive minimum rate for first 3 months, and progress at 3 month intervals until maximum reached after 12 months.

Paid Holidays: Full (half) day before New Year's Day makes a total of 10 (9½).

Paid Vacations: 4 weeks calculated at 2% for 1 week's pay plus 3 weeks at regular rate after 15 (16) years and an additional 1% (new) for first week's pay for employees with 20 years' service.

Welfare: Life Insurance and A.D.& D.- Effective July 1, 1973, benefits increase to \$8,000 (\$6,000).

Weekly Indemnity - Effective July 1, 1973, weekly indemnity benefits of \$90 (\$75) per week, payable from the first day of accident and fourth day of illness for a maximum of 52 (26) weeks.

Major Medical Plan - Effective July 1, 1973, deductibles of \$10 and \$20 removed.

John T. Hepburn, Limited at Mississauga and Toronto - Steelworkers, Local 3335 (AFL-CIO/CLC): A 22-month renewal agreement effective from July 16, 1973 to May 18, 1975, covering 200 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired May 18, 1973.)

Details are not available for publication.

Thermotex Windows of Canada and Benarnal Company Limited at Toronto - Steelworkers, Local 2729 (AFL-CIO/CLC): A 24-month renewal agreement effective from July 15, 1973 to July 14, 1975, covering 240 employees, settled at the bargaining stage. (Previous agreement expired July 14, 1973.)

Wages:	Effective	July 15/73	Jan. 15/74	July 15/74	Jan. 15/75
General Increases	Minimum of 15¢		20¢	25¢	15¢
Additional Adjustments	Up to 25¢ due to equalization of male and female rates or reclassification				
General Help	\$2.80 (\$2.40)	\$3.00	\$3.25	\$3.40	
General Machinist	\$4.75 (new)	\$4.95	\$5.20	\$5.35	
Shift Premiums:	Effective July 15, 1974, 0 - 14¢ - 18¢ (0 - 12¢ - 14¢).				
Lead Hand Premium:	25¢ (10¢) per hour above rate of highest paid employee over whom Lead Hand supervises.				
Meal Allowance:	\$2.00 plus half hour paid lunch time for employees required to work more than 2 hours overtime after regular shift (new).				
Paid Washup Period:	5 (3) minute washup period at end of each full shift.				
Rate on Temporary Transfer:	Employee receives rate of higher classification after 4 consecutive hours (previously after 3 working days).				
Paid Holidays:	Full (half) day before Christmas Day and full (half) day before New Year's Day is added for a total of 11 (10).				
Paid Vacations:	3 weeks after 8 (9) years and 4 weeks (new) after 15 years. Effective July 15, 1974, 3 weeks after 5 years.				
Bereavement Leave:	Up to one day's paid leave (new) granted upon the death of sister-in-law, brother-in-law, mother-in-law, father-in-law or grandparent.				
Welfare:	Life Insurance and A.D.& D. - \$5,000 for all employees (previously \$5,000 for male employees and \$3,000 for female employees). Effective July 15, 1974, benefits increase to \$6,000.				

Weekly Indemnity - Benefits of 66-2/3% of earnings up to a maximum of \$100 per week (previously flat amount of \$65) payable on a 1-8-26 basis.

Safety Shoe Allowance: Employer pays 75% (50%) of the cost of safety shoes up to a maximum of \$15 (\$9) per pair twice per year.

Prescription Glasses: Employer pays \$8 towards the cost of safety prescription glasses (new).

International Hardware Company of Canada Limited at Belleville - Molders,

Local 428 (AFL-CIO/CLC): A 24-month renewal agreement effective from June 2, 1973 to June 1, 1975, covering 234 employees, settled at the mediation stage. (Previous agreement expired June 1, 1973.)

Wages:	Effective	June 4/73	June 3/74
General Increases		23¢ per hour for day workers; 16¢ per hour for incentive workers	18¢ per hour for day workers; 12¢ per hour for incentive workers
Additional Adjustments		2¢ - 18¢ for some classifications	
Job Group 16 (includes Labourer)		\$2.94 - \$3.11 (\$2.71 - \$2.88)	\$3.12 - \$3.29
Job Group 21 (includes Millwright and Machinist)		\$3.35 - \$3.51 (\$3.12 - \$3.28)	\$3.53 - \$3.69
Job Group 24 (includes Tool and Die Maker)		\$3.86 - \$4.03 (\$3.45 - \$3.62)	\$4.04 - \$4.21
Maximum rates reached upon completion of probationary period of 45 working days.			
Cost-of-Living Allowance:	Effective the first pay period following the Oct. 15, 1973 Consumer Price Index report, 1¢ per hour (new) for each 0.5 increase in the Consumer Price Index (1961=100) based on the quarterly change in the Index above the June 1973 base, up to a maximum allowance of 8¢ per hour in each contract year.		
Paid Holidays:	Effective in 1975, Valentine's Day is added for a total of 11 (10).		
Paid Vacations:	Effective June 30, 1974, 5 weeks (new) at 10% after 30 years.		
Bereavement Leave:	Daughter-in-law and son-in-law included in up to 3 days' paid leave.		

- Welfare: Life Insurance - Effective Aug. 1, 1973, benefits increase to \$5,000 (\$4,000).
- Effective Aug. 1, 1973, employer pays 100% of the premiums for life insurance benefits of \$1,000 for retiring employees (new).
- Accidental Death and Dismemberment - Effective Aug. 1, 1973, benefits increase to \$5,000 (\$4,000).
- Weekly Indemnity - Effective Aug. 1, 1973, weekly indemnity benefits of \$60 (\$55) per week for Groups 2, 3, 10, 11, 12 and 13 and \$75 (\$70) per week for all other groups, payable on a 1-5-26 basis. Effective June 1, 1974, benefits increase to \$65 and \$80 per week respectively.
- Pregnancy Pay - Deleted from this contract.

#### TRANSPORTATION EQUIPMENT

Canadian Trailmobile Ltd. at Brantford - Local 397, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC): A 36-month renewal agreement effective from June 1, 1973 to June 1, 1976, covering 600 employees, settled after a work stoppage. (Previous agreement expired June 1, 1973).

Wages:	Effective	<u>July 29/73</u>	<u>June 1/74</u>	<u>June 1/75</u>
COLA Fold-in Increases		30¢ 27¢-32¢		22¢-31¢ 22¢-25¢
Helper Electrician		\$4.47 (\$3.90) \$5.29 (\$4.67)	\$4.69 \$5.60	\$4.91 \$5.85

Cost of Living Allowance: 30¢ per hour incorporated into rates, leaving a 4¢ per hour float. CO continues with formula unchanged from previous agreement: 1¢ per hour for each 0.6 change in the Consumer Price Index (1961 equals 100).

Shift Premiums: 0 - 14¢ - 16¢ (0 - 14¢ - 14¢).

Paid Holidays: Effective in 1974, 1 additional during Christmas week for a total of 13.

Paid Vacation: 3 weeks after 7 (8) years' service, 4 weeks after 17 (18) years and 4½ weeks (new) after 22 years.

Health and Welfare: A.D. and D. - \$6,000 (\$5,000).

Extended Health Plan - Deductibles of \$10-\$20 removed.

Weekly Indemnity - \$107 (\$70).

Pension Plan: Effective July 29, 1973, benefits for future retirees increase to \$6 (\$5) per month per year of service; June 1, 1974, \$6.50; June 1, 1975, \$6.75.

Rockwell Manufacturing Company of Canada, Limited at Cambridge (G) - Molders, Local 92 (AFL-CIO/CLC): A 24-month renewal agreement effective from July 2, 1973 to July 2, 1975, covering 200 employees, settled at the conciliation officer stage. (Previous agreement expired July 2, 1973.)

Wages:	Effective	<u>July 2/73</u>	<u>July 3/74</u>
	General Increases	35¢	22¢
	Lift-Truck Operator	\$3.36 - \$3.41 (\$3.01 - \$3.06)	\$3.58 - \$3.63
	Tool and Die Maker	\$4.36 - \$4.41 (\$3.81 - \$3.86)	\$4.58 - \$4.63
Maximum rates reached after probationary period of 30 scheduled work days.			
Shift Premiums:	0 - 16¢ - 16¢ (0 - 14¢ - 16¢).		
Bereavement Leave:	One day's paid leave (new) granted upon the death of a member of the immediate family if death occurs outside the country.		
Welfare:	Life Insurance and A.D.& D. - Effective Jan. 1, 1974, employer pays 100% (at present approximately 80%) of the premiums for benefits of \$5,000.  Weekly Indemnity - Effective Aug. 1, 1973, \$70 (\$65) per week, payable on a 1-4-26 basis. Effective Jan. 1, 1974, employer pays 100% (at present approximately 80%) of the premiums for benefits of 66-2/3% of employee's regular earnings with a minimum of \$80 per week, up to a maximum of \$107 per week with employer to apply for U.I.C. rebate.  OHIP - Effective Jan. 1, 1974, employer pays 100% (at present approximately 80%) of the premiums for OHIP.		
	Employer maintains benefits for an employee who is sick or on Workmen's Compensation for a period equal to one-half of accrued seniority up to a maximum of 6 months (new).		
Pension Plan:	New non-contributory plan provides pension benefits of \$2.50 per month per year of past and future service, payable to employees 65 years of age and over (new).		
Safety Prescription Glasses:	Employer pays \$18 (\$15) towards the cost of prescription safety glasses.		
Safety Shoe Allowance:	Employer pays \$8 (\$6) per year towards the cost of safety shoes for all employees except specified classifications who receive two payments per year.		

## ELECTRICAL PRODUCTS

Northern Electric Company Limited at London, Belleville, Bramalea and Kingston - Locals 1525, 1530, 1535, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC): A 31-month renewal agreement effective from July 15, 1973 to Feb. 25, 1976, covering 1,000 employees, settled after a work stoppage.

<u>Wages:</u>	<u>Effective</u>	<u>July 15/73</u>	<u>Feb. 25/74</u>
General Increases	7½% on present rate at maximum		4½% on present rate at maximum
COLA Fold-in		10¢	10¢
<u>Monthly Rates</u>			
Grade 53	\$407.30 - \$502.60 (\$358.10 - \$453.40)		\$440.00 - \$539.30
Grade 63	\$913.05 - \$1,091.10 (\$824.10 - \$1,002.15)		\$974.50 - \$1,152.55
<u>Effective</u>	<u>Mar. 3/75</u>	<u>Feb. 25/76</u>	
General Increases	4% on present rate at maximum		
COLA Fold-in		11¢	
Guaranteed COLA		13¢	13¢
<u>Monthly Rates</u>			
Grade 53	\$501.15 - \$596.45		\$522.25 - \$617.55
Grade 63	\$1,053.60 - \$1,231.65		\$1,074.70 - \$1,252.75
<u>Retroactivity:</u>	Retroactivity applies on all hours paid from Feb. 27, 1973 to July 14, 1973.		
<u>Cost-of-Living Allowance:</u>	Effective at the beginning of the first full pay period in June 1973, 1¢ per hour for each .45 change in the Consumer Price Index (1961 equals 100), subsequent adjustments to take place on a quarterly basis.		
	Should the cost-of-living allowance increase from Feb. 25, 1974 to March 3, 1975 be less than 13¢ per hour, it will be adjusted upward to a guaranteed minimum of 13¢ per hour at that time. Should the cost-of-living allowance increase from Feb. 25, 1974 to Feb. 25, 1976 be less than 26¢ per hour, it will be adjusted upward to a guaranteed minimum of 26¢ per hour at that time.		

Work on a Paid Holiday: Double time (time and one-half) for all regular hours worked in addition to holiday pay.

Paid Holidays: 1 additional floating holiday for a total of 11, to be used with Civic Holiday to effect a shutdown between Dec. 25 and Jan. 1 inclusive.

Paid Vacation: Effective in 1973, 3 weeks after 6 (7) years' service, 5 weeks after 24 (25) years; in 1974, 3 weeks after 5 years, 5 weeks after 23 years; in 1975, 4 weeks after 13 (15) years, 5 weeks after 22 years.

Health and Welfare: Life Insurance - U.I.C. and any other employee rebate to be applied to provide \$5,000 (\$2,000) group life insurance.

Dental Plan - Effective Feb. 26, 1975, the employer will introduce and pay for Blue Cross Dental Plan #7.

Northern Electric Company Limited at London, Belleville and Kingston - Locals 27, 1837, 1839, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC): A 36-month renewal agreement effective from Feb. 26, 1973 to Feb. 25, 1976, covering 2,460 employees, settled after a work stoppage.

Wages:	Effective	<u>Feb. 26/73</u>	<u>Feb. 25/74</u>
	General Increases	31¢	26¢
	COLA Fold-in	11¢	11¢
<u>London Works</u>			
	Grade 22	\$3.37 - \$3.44 (\$2.95 - \$3.02)	\$3.74 - \$3.81
	Electronic Technician	\$4.87 - \$5.11 (\$4.45 - \$4.69)	\$5.24 - \$5.48
Effective		<u>Feb. 27/75</u>	<u>Feb. 26/76</u>
	General Increases	13¢	
	COLA Fold-in	12¢	
	Guaranteed COLA	13¢	13¢
<u>London Works</u>			
	Grade 22	\$4.12 - \$4.19	\$4.25 - \$4.32
	Electronic Technician	\$5.62 - \$5.85	\$5.75 - \$5.98

**Cost-of-Living Allowance:** 1¢ per .45 rise in the Consumer Price Index (1961 equals 100). Should the COLA increase from Feb. 25, 1974 to Mar. 3, 1975 be less than 13¢ per hour, it will be adjusted upward to a guaranteed minimum of 13¢ per hour at that time.

Should the COLA increase from Feb. 25, 1974 to Feb. 25, 1976 be less than 26¢ per hour, it will be adjusted upward to a guaranteed minimum of 26¢ per hour.

**Shift Premiums:** Effective July 15, 1973, 0 - 18¢ - 21¢ (0 - 15¢ - 18¢).

**Paid Holidays:** Effective in 1973, 1 day added for a total of 12 in London and 11 in Belleville and Kingston, permitting a full Christmas week shutdown.

**Paid Vacation:** Effective in 1973, 3 weeks after 6 (7) years' service, 5 weeks after 24 (25) years; 1974, 3 weeks after 5 years, 5 weeks after 23 years; in 1975, 4 weeks after 13 (15) years, 5 weeks after 22 years.

**Health and Welfare:** Life Insurance - The Company will pay the premiums on \$5,000 (\$2,000) at 50¢ per thousand.

Hospital - Semi-private coverage available at employee's cost.

Dental Plan - Effective Feb. 26, 1975, the Company will introduce and pay the premiums on Blue Cross Dental Plan #7.

**Severance Pay:** Continuous Service                    Number of Weeks' Pay

2 years less than 3	1
3 " " " 4	2
4 " " " 5	3
5 " " " 6	5
6 " " " 7	6
7 " " " 8	7
8 " " " 9	8
9 " " " 10	9
10 " " " 11	11
11 " " " 12	13
12 " " " 13	15
13 " " " 14	17
14 " " " 15	19

Three weeks' additional pay for each full year of service in excess of 15.

**Supplementary Unemployment Benefits:** 85% (75%) of employee's regular week's pay, calculated on the basis of 5 weeks after 1 year's service and 1 week per year thereafter (previously 1 week per year's service).

PETROLEUM AND COAL PRODUCTS

Gulf Oil Canada Limited, Clarkson Refinery at Mississauga - Oil Workers, Local 9-593 (AFL-CIO/CLC): A 31-month renewal agreement effective from July 1, 1973 to Jan. 31, 1976, covering 360 employees, settled at the bargaining stage. (Previous agreement expired June 30, 1973.)

Wages:	Effective	<u>July 1/73</u>	<u>May 1/74</u>	<u>June 1/74</u>	<u>Oct. 1/74</u>
General Increases		8%	7½%		4½%
Other Adjustments				14¢ for Mechanic I classification	
Labourer		\$4.08 (\$3.78)	\$4.39		\$4.59
Mechanic I		\$5.63 (\$5.21)	\$6.05	\$6.19	\$6.47
Operator I		\$5.95 (\$5.51)	\$6.40		\$6.69

Shift Premiums: 0 - 22¢ - 38¢ (0 - 20¢ - 35¢). Effective May 1, 1974, 0 - 23¢ - 41¢. Effective Oct. 1, 1974, 0 - 24¢ - 43¢.

Hours of Work: Effective May 1, 1974, hours may be reduced to 37.3 or more from 40 hours per week, without maintenance of pay if employees vote to accept this.

Union and management agree to set up mutually acceptable schedules for various operations by Nov. 1, 1973. Four day work week or other variations may be scheduled for some employees.

Overtime Pay: Time and three-quarters for all overtime worked (previously time and one-half for overtime hours worked from 4:30 p.m. to 12:00 midnight, for work on a first day of rest, for first 8 hours worked on a recognized holiday and double time for work from 12:00 midnight to 8:00 a.m., for work on a second day of rest, for work after first 8 hours on a first day of rest or recognized holiday and work in excess of 12 consecutive hours of work).

Sub-Foreman Premium: 30¢ (20¢) per hour.

Foreman Premium: 50¢ (30¢) per hour.

## CHEMICAL AND CHEMICAL PRODUCTS

ERCO Industries Limited at Port Maitland - Steelworkers, Local 6304 (AFL-CIO/CLC): A 24 - month renewal agreement effective from May 1, 1973 to Apr. 30, 1975, covering 200 employees, settled with mediation assistance after a work stoppage. (Previous agreement expired Apr. 30, 1973).

Wages: Retroactive pay of 35¢ per hour worked during the period from May 1 to July 4, 1973.

	<u>Effective</u>	<u>July 5/73</u>	<u>Apr. 28/74</u>
General Increases		35¢	25¢
Increments Between Job Classes		7.5¢ (same)	8.5¢
Job Class 2 (includes Labourer)		\$3.595 (\$3.245)	\$3.855
Job Class 16 (includes Electrician)		\$4.645 (\$4.295)	\$5.045

Shift Premiums: Effective July 8, 1973, 0 - 15¢ - 20¢ (0 - 13¢ - 17¢).

Sunday Premium: Effective July 8, 1973, 70¢ (60¢) per hour. Effective Apr. 28, 1974, 80¢ per hour.

Hours of Work: On a trial basis in specified areas, dayworkers assigned to non-continuous operations shall be scheduled to work 8 continuous hours with a 20-minute paid lunch period to be taken as work permits (normally dayworkers are scheduled to work 8:00 a.m. to 4:30 p.m. with 30 minute unpaid lunch period).

Elimination of wash-up period for employees on this schedule (normal wash-up of 10 minutes prior to regular quitting time whenever Company operations permit).

One 10-minute rest period granted between 10:00 a.m. and 11:00 a.m. (normally two 10-minute rest periods granted between the second and third hours of each half shift, unless operations warrant change in scheduling).

Trial will be discontinued in the event that either party finds it unacceptable.

Overtime Pay: Employee who works 16 hours within a 24-hour period and is called in during 8 hours scheduled off before start of next regularly scheduled shift receives double time (previously time and one-half) for hours worked within the 8 hour period.

Paid Holidays: January 2nd is added for a total of 10 (9).

Welfare:	Weekly Indemnity - Effective July 8, 1973, benefits increase to \$96 (previously \$70 for first 2 weeks and \$80 for remaining weeks), payable on a 1-4-52 basis. Effective Jan. 1, 1974, benefits increase to \$107.
	Major Medical Plan (includes drugs) - Effective July 8, 1973, deductibles of \$25 per person up to a maximum of three with 80% of remaining expenses paid, no longer applies to drug provision. Deductible becomes 35¢ per prescription.
	Semi-private Hospitalization - Effective July 8, 1973, coverage of \$5 (\$4) per day for 180 days.

Pension Plan: Non-contributory plan provides benefits of \$6.50 per month per year of service (previously employer and employee shared costs for plan which provided basically a benefit of 2%).

#### TRANSPORTATION

Motor Transport Industrial Relations Bureau of Ontario (Inc.) (Eastern Canada Car Carrier) in Ontario and Quebec - Locals 106, 880 and 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Ind.): A 36-month renewal agreement effective from July 16, 1973 to June 30, 1976, covering 1,350 employees, settled at the conciliation officer stage.

Wages:	Effective	<u>July 16/73</u>	<u>Jan. 6/74</u>	<u>July 7/74</u>
	Highway Driver	\$5.52 (\$5.06)	\$5.67	\$5.87
	Maintenance (semi-skilled)	\$5.53 (\$5.07)	\$5.68	\$5.88
	Maintenance (skilled)	\$6.00 (\$5.54)	\$6.20	\$6.40
	Effective	<u>Jan. 5/75</u>	<u>July 6/75</u>	<u>Jan. 4/76</u>
	Highway Driver	\$6.02	\$6.27	\$6.47
	Maintenance (semi-skilled)	\$6.03	\$6.28	\$6.48
	Maintenance (skilled)	\$6.60	\$6.85	\$7.10
Retroactivity:	22¢ per hour for the period July 3 - 15 for hourly rated employees.			
Cost-of-Living Allowance:	COLA float continues.			
	Effective Jan. 4, 1974, 1¢ per hour for each 0.46 change in			

the Consumer Price Index for hourly rated employees and  $\frac{1}{2}\%$  per mile for employees paid on a mileage basis (1961 equals 100). Allowance will be adjusted semi-annually with final adjustment effective Jan. 4, 1976.

Shift Premiums: 0 - 15¢ (0 - 10¢); effective July 7, 1974, 0 - 20¢ per hour.

Paid Holidays: 2 additional days during Christmas shut-down for a total of 13 paid holidays.

Paid Vacation: Effective in 1974, 3 weeks after 6 (7) years' service, 4 weeks after 14 (15) years. Effective in 1975, 4 weeks after 12 years, and 5 weeks (new) after 20 years.

Health and Welfare: Weekly Indemnity Benefits - \$96 (\$80) per week; effective Jan. 1, 1974, benefits will be increased to \$125 per week.

Long Term Disability benefits increase to \$80 (\$70) per week effective Jan. 1, 1974.

Pension Plan: Effective date of ratification, Company will contribute \$15 (\$10) per month to plan. Effective July 1, 1974, employer contributes \$25 per month and effective July 1, 1975, \$30 per month. Employee's contribution remains at \$10 per month.

#### COMMUNICATION

Canadian Broadcasting Corporation - Canadian Union of Public Employees (CLC) (office and professional unit): A 24-month renewal agreement effective from July 9, 1973 to July 6, 1975, covering 2,200 employees, settled at the bargaining stage. (Previous contract expired March 31, 1973).

Wages:	Effective	<u>July 9/73</u>	<u>July 8/74</u>
	General Increases	7½%	6½%
<u>Annual Rates</u>			
Clerk	\$4,798-\$5,638	\$5,110-\$6,006	
Group 2	(\$4,074-\$5,244)		
Research	\$9,493-\$11,947	\$10,112-\$12,722	
Assistant - Information	(\$8,832-\$11,112)		
Announcer	\$12,826-\$16,348	\$13,660-\$17,410	
Group 3	(\$11,931-\$15,207)		

Retroactivity: For the period April 1, 1973 to July 8, 1973 - \$225.

Hours of Work: Committee established to study implementation of flexible work week to be implemented either in departments or at locations.

Call-Back Pay: Time and one-half for minimum of 3 (2) hours.

Paid Vacation: 4 weeks after 15 (20) years' service (after 18 years in the CBC/ARTEC agreement).

**Health and  
Welfare:**

Hospital-medical coverage - effective Aug. 1, 1973, employer pays 66 2/3% (50%) of premium costs in those provinces where the premium represents the cost of medical-hospital coverage. In the remaining provinces the employer will pay 33 1/3% (25%) of the provincial per capita cost of such coverage.

Mileage Allowance: 12¢ (11¢) per mile.

Canadian Broadcasting Corporation - Canadian Union of Public Employees (CLC) (production unit): A 24-month renewal agreement effective from July 9, 1973 to July 6, 1975, covering 1,700 employees, settled at the bargaining stage. (Previous contract expired March 31, 1973).

<u>Wages:</u>	<u>Effective</u>	<u>July 9/73</u>	<u>July 8/74</u>
General Increases		7½%	6½%
<u>Annual Rates</u>			
Shop Helper	\$5,666-\$6,986 (\$5,269-\$6,499)		\$6,035-\$7,440
Stat Camera Operator	\$7,916-\$9,921 (\$7,364-\$9,229)		\$8,431-\$10,566
Film Editor in Charge	\$10,193-\$13,457 (\$9,482-\$12,518)		\$10,857-\$14,331
Designer	\$12,809-\$16,559 (\$11,915-\$15,404)		\$13,640-\$17,636

Paid Vacation: 4 weeks after 15 (18) years' service.

Film Cameramen: Mileage allowance 8¢ (6¢) per mile on assignments and 9¢ per mile for mileage in excess of 10,000 miles per year (new).

Other changes similar to those reported above for C.B.C. - C.U.P.E. (office and professional unit) agreement.

**WHOLESALE TRADE**

Northern Electric Company Limited in Ontario, Manitoba, Saskatchewan and Alberta - Locals 4 and 9, Communication Workers of Canada (CLC) (Installers Western region - shop, warehouse and office employees): A 27-month renewal agreement effective from July 24, 1973 to Oct. 31, 1975, covering 950 employees, settled after a work stoppage.

<u>Wages:</u>	<u>Effective</u>	<u>July 24/73</u>	<u>Nov. 5/73</u>	<u>Nov. 4/74</u>	<u>Oct. 31/75</u>
General Increases	25¢ - 48¢		26¢	13¢	
Guaranteed COLA				13¢	13¢

	July 24/73	Nov. 5/73	Nov. 4/74	Oct. 31/75
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Installer (Start)	\$2.95 (\$2.70)	\$3.21	\$3.47	\$3.60
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Installer (6 years)	\$5.34 (\$4.86)	\$5.60	\$5.86	\$5.99
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**Retroactivity:** To Nov. 1, 1972, Installers 25¢ - 48¢ per hour worked, Shop and Office employees 33¢ per hour.

**Cost-of-Living Allowance:** Present allowance is continued. Effective Nov. 1, 1973, 1¢ per .45 rise in the Consumer Price Index (1961 equals 100) (no change in formula). Should the cost-of-living allowance increase between Nov. 1973 and Nov. 1974 be less than 13¢ per hour, it will be adjusted upward to a guaranteed minimum of 13¢ in Nov. 1974. Should the increase between Nov. 1973 and Nov. 1975 be less than 26¢, it will be adjusted upward to a guaranteed minimum of 26¢.

**Paid Vacation:** Effective in 1973, 3 weeks after 6 (7) years' service and 5 weeks after 24 (25) years; in 1974, 3 weeks after 5 years, 5 weeks after 23 years; in 1975, 5 weeks after 22 years.

**Health and Welfare:** Group Life Insurance - Employer pays premiums on first \$5,000 (\$2,000).

Dental Plan - (Shop and Office) The Company will divert the required amount of cost-of-living allowance necessary to provide Blue Cross Dental Care Plan 7 coverage for employees and dependents, starting with the COLA, if any, of November 1973.

**Rate Protection:** (Shop and Office) Employees with 5 years or more seniority, who are downgraded through no fault of their own, will maintain the rate of their former grade for a period of 1 year if they were on that grade less than 6 months and for the duration of the agreement if they held the grade more than 6 months. During the protection period employees will be granted rate adjustments resulting from contract negotiations, based on the grade held prior to the downgrade.

Employees who have been on rate protection at any time since Nov. 1, 1972 will have their rate protected at the grade level they held prior to their downgrade for the duration of this agreement. During this protection period employees will be granted rate adjustments resulting from contract negotiations, based on the grade level held prior to the downgrade.

## RETAIL TRADE

A & P Company of Canada Ltd., province-wide - Locals 175 and 633, Canadian Food and Allied Workers (AFL-CIO/CLC) (retail food employees, full and part-time): A 36-month renewal agreement effective from June 18, 1973 to June 15, 1976, covering 5,000 employees, settled at the conciliation officer stage.

## Wages:

Effective	<u>June 18/73</u>
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Increases

## Full-time employees

Service Clerk	\$13/week
All Others	\$14/week

## Part-time employees

25¢/hour

Service Clerk	\$121-\$164 (\$108-\$151)*
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Maximum rate after 24 (12) months.

## Journeyman

Meat Cutter	\$206 (\$192)*
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\* Former Rates - As the result of a wage reopener clause in the previous agreement the following increases were negotiated effective September 1972:

Service Clerks - \$13 per week
Produce Dept. Heads - \$15 per week
Meat Dept. Heads - \$18 per week
All other full-time employees - \$14 per week
Part-time employees - 28¢ per hour.

Wage Reopener: Wages will be re-negotiated during the term of the contract and increases applied effective June 18, 1974 and June 18, 1975.

Shift Premium: 35¢ (25¢) per hour.

Pay for Sunday Work: Double time (time and one-half).

Pay for Work on Holiday: Double time (time and one-half) in addition to holiday pay.

Paid Holidays: 1 day personal holiday, such as employee's birthday, added for a total of 10.

Paid Vacation: Effective Jan. 1, 1974, 4 weeks after 11 (15) years' service, 5 weeks after 23 (25) years.

Health and Welfare: Dental Plan (new) - To be effective Jan. 1, 1974, and cover employees and their dependents. Plan pays 100% of costs of preventive treatment and 80% of restorative work, including partials and bridges. Company will pay 5¢ per man-hour towards premium costs. The Plan will be administered jointly by the

Company and Union and will include portability to either Steinbergs or Dominion Stores.

Long Term Disability - Employer pays 100% (50%) of premium cost.

Loblaw Grocerterias Co., Limited at various locations in Ontario - Canadian Retail Employees (CLC) (warehouse, divisional, store service and advertising employees): A 24-month renewal agreement effective from July 16, 1973 to July 15, 1975, covering 405 employees, settled at the bargaining stage. (Previous agreement expired July 15, 1973.)

Details are not available for publication.

#### HEALTH AND WELFARE SERVICES

New Mount Sinai and Wellesley Hospitals at Toronto - Local 204, Service Employees International Union (AFL-CIO/CLC): A 20-month renewal agreement effective from July 24, 1973 to March 31, 1975, covering 560 employees, settled at the arbitration stage. The previous agreement expired March 31, 1973 and wage increases are retroactive to April 1, 1973.

Five other Toronto area hospitals - Sunnybrook, Toronto East General and Orthopaedic, Baycrest, Toronto Hospital Weston and the Clarke Institute of Psychiatry - bargained jointly with New Mount Sinai and Wellesley but settled in April 1973 at the conciliation officer stage.

Wages:	Effective	<u>Apr. 1/73</u>	<u>Dec. 1/73</u>	<u>Aug. 1/74</u>	<u>Nov. 1/74</u>
	Monthly Increases	\$25	\$25	\$20	
<b>Adjustments:</b>					
	Skilled Maintenance	\$7	\$7	\$6	
	R.N.A.	\$5	\$5	\$5	\$5
	Housekeeping Aide	\$393-\$425 (\$368-\$400)	\$418-\$450	\$438-\$470	
	Orderly II: Hospital Asst. 2nd Cl.)	) \$505-\$535 )( \$480-\$510)	\$530-\$560	\$550-\$580	
	Electrician	\$732-\$762 (\$700-\$730)	\$764-\$794	\$790-\$820	

Paid Vacation: Effective in 1973, 3 weeks after 5 (6) years' service.

Health and Welfare: Life Insurance - Employer pays 100% of premium cost of first \$2,000 coverage, 75% of remainder (previously 75% of total).

OHIP - Effective Aug. 1, 1973, employer pays 90% (75%) of premiums and effective Aug. 1, 1974, 100%.

Blue Cross Extended Health Care - Effective Aug. 1, 1974, on a 50-50 basis (new).

North York General Hospital at Toronto - Nurses' Association, North York

General Hospital (Ind.): A 24-month first agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 346 employees, settled at the conciliation officer stage.

Wages:	Effective	Jan. 1/73	Jan. 1/74
General Increases		\$53 - \$55 per month	\$40
Registered Nurse		\$645 - \$755 (\$590 - \$700)	\$685 - \$795
Assistant Head Nurse		\$685 - \$810 (\$632 - \$757)	\$725 - \$850

Probationary period is 3 months. Maximum rate reached after 5 annual increments.

Shift Premium: Effective Jan. 1, 1974, \$1.10 (at present \$1.00) per shift.

Hours of Work: Effective July 3, 1973, regular hours of work reduced to 7-3/4 (8) hours per day or 77½ (80) hours per 2-week period exclusive of meal time.

Overtime Pay: Effective July 3, 1973, time and one-half after 7-3/4 (8) hours per day or 77½ (80) hours per week.

Shift Scheduling: Nurses will be scheduled to receive minimum of 2 consecutive days off in any 2-week period (new)

Nurses receive minimum of 4 days off in any 2-week period (new).

Nurses receive one weekend off in three (previously 3 weekends off in 9).

Pay for Work on a Holiday: Effective July 3, 1973, time and one-half (straight time) for hours worked on a holiday plus one lieu day off (same) at straight time rates.

Paid Vacations: 4 weeks (new) after 1 year for Assistant Head Nurses and after 5 years for all other Nurses.

Leave for Union Business: Up to 2 Nurses may be granted unpaid leave for Association business up to a maximum of 25 days per year (new).

Sick Leave: Credits accumulate at a rate of 1½ (1) days per month up to a maximum of 90 (same) days.

Welfare: OHIP - Effective July 3, 1973, employer pays 80% (previously 70% for single employees and 78% for employees with dependents for OHSIP and OHSC) of the premiums for OHIP.  
Effective Jan. 1, 1974, employer pays 90%.

Note: Provisions in brackets refer to changes from previous personnel policy.

Oshawa General Hospital - Canadian Union of Public Employees, Local 45 (CLC):  
A 24-month renewal agreement effective from May 5, 1973 to May 4, 1975, covering 409 employees, settled at the bargaining stage. (Previous agreement expired May 4, 1973.)

Wages:	Effective	May 5/73	May 5/74
	General Increases	24¢	24¢
	Ward Aide	\$2.55 - \$2.74 (\$2.31 - \$2.50)	\$2.79 - \$2.98
	Porter	\$2.86 - \$3.04 (\$2.62 - \$2.80)	\$3.10 - \$3.28
	Registered Nursing Assistant, Orderly	\$3.10 - \$3.37 (\$2.86 - \$3.13)	\$3.34 - \$3.61
	Electrician	\$3.73 - \$4.20 (\$3.49 - \$3.96)	\$3.97 - \$4.44

Probationary period is 3 months. Maximum rates reached after 2 six-month increments.

Shift Premiums: Effective July 18, 1973, 0 - \$1.10 - \$1.10 (0 - \$1.00 - \$1.00).

Paid Vacations: Effective in 1974, 4 weeks after 15 (16) years.

Sick Leave:  $1\frac{1}{2}$  days per month accumulate up to a maximum of 110 (100) days.

Welfare: HOOLIP, OHIP and Semi-Private Hospitalization Plan - Effective as soon as possible after July 18, 1973, employer pays 90% (75%) of the premiums for these plans.

St. Mary's General Hospital at Kitchener - Service Employees, Local 220 (AFL-CIO/CLC): A 12-month renewal agreement effective from July 12, 1973 to July 11, 1974, covering 310 employees, settled at the arbitration stage. (Previous agreement expired Dec. 31, 1972.)

Wages:	Effective	Jan. 1/73	July 14/73	Dec. 29/73
	General Increases	8%	4%	6%

Jan. 1/73      July 14/73      Dec. 29/73

**Additional 9¢ per hour for  
Adjustments Registered  
Nursing Assistants**

Dietary Aide	\$2.22 - \$2.47 (\$2.06 - \$2.29)	\$2.31 - \$2.57	\$2.45 - \$2.72
Porter	\$2.62 - \$2.86 (\$2.43 - \$2.58)	\$2.72 - \$2.97	\$2.88 - \$3.15
Registered Nursing Assistant	\$2.92 - \$3.23 (\$2.43 - \$2.64)	\$3.04 - \$3.36	\$3.22 - \$3.56
Medical Attendant	\$2.92 - \$3.23 (\$2.70 - \$2.99)	\$3.04 - \$3.36	\$3.22 - \$3.56
Maintenance "A" Licensed	\$4.11 - \$4.47 (\$3.81 - \$4.14)	\$4.27 - \$4.65	\$4.53 - \$4.93

Probationary period is 60 (75) calendar days. Maximum rates reached after 2 six-month increments and 2 annual increments.

**Hours of Work:** Effective July 12, 1973, normal hours of work based on 8 hour shifts and an average of 40 hours per one-week period (previously based on an 80 hour, 2-week period).

**Shift Premiums:** Effective July 12, 1973, \$1.10 (\$1.00) for each full shift worked when majority of hours fall between 1600 hours of one day and 0500 hours of the next.

**Call-in Pay:** Effective July 12, 1973, 3 (2) hours' pay at time and one-half.

**Scheduling:** Two weekends off in any six week period (previously one weekend off in four) will be scheduled.

**Standby Pay:** Effective July 12, 1973, \$4.00 for each 8 hour shift (previously for each period) of standby. Time and one-half (same) for each hour worked if called in.

**Transfer Pay:** Effective July 12, 1973, non-supervisory employees who temporarily transfer to a higher rated classification receive rate of new classification (new) after one day.

Effective July 12, 1973, employee who is transferred at his own request receives half the difference between his rate and rate stated for comparable years of service in the new classification for 6 months and receives the full rate thereafter (new).

**Paid Vacations:** Effective Apr. 30, 1974, 3 weeks at 6% after 1 (5) year.

**Sick Leave:** Effective July 12, 1973, maximum accumulation is increased to 180 (140) days.

Effective July 12, 1973, upon termination of employment after 5 years' continuous service, except in cases of dismissal for cause, or death, employee receives cash payment for 50% of unused credits up to a maximum of 90 (70) days.

Jury Duty and Crown Witness Pay: Effective July 12, 1973, employer makes up the difference between pay for Crown witness (new) in a Hospital related case and, as previously, pay for jury duty and regular pay.

Maternity Leave: Effective July 12, 1973, leave in accordance with the provisions of the Employment Standards Act may be extended up to 3 months (6 weeks) at the request of the employee and an additional 3 months (previously 6 weeks at the discretion of the employer) for medical reasons.

Welfare: Effective July 12, 1973, employer pays 90% (84%) of the premiums for OHIP. Effective Jan. 1, 1974, employer pays 100%.

#### SERVICES TO BUSINESS MANAGEMENT

Canadian Standards Association at Toronto - Canadian Union of Public Employees, Local 967 (CLC): A 24-month renewal agreement effective from June 20, 1973 to June 19, 1975, covering 212 employees, settled at the bargaining stage.  
(Previous agreement expired June 19, 1973.)

Wages:	Effective	June 20/73	June 20/74
	General Increases	9% rounded to the nearest 50¢	7½% rounded to the nearest 50¢
	Clerk Grade I	\$91.50 - \$103.00 (\$84.00 - \$94.50)	\$98.50 - \$110.50
	Maintenance Electrician	\$167.00 - \$177.50 (\$153.00 - \$163.00)	\$179.50 - \$191.00
	Engineering Technologist Grade II	\$224.00 - \$254.50 (\$205.50 - \$233.50)	\$241.00 - \$273.50

Probationary period is 6 months. Maximum rate for Clerk Grade I reached after four 6-month increments and for Maintenance Electrician after probationary period. Maximum rate for Engineering Technologist Grade II reached after automatic annual increments in the first, second and third year, and on merit thereafter.

Shift Premiums: 0 - \$1.20 - \$1.50 (0 - \$1.00 - \$1.25) per shift for Janitors.

Call-back Pay: Minimum of 4 hours' pay at straight time rates (new).

Paid Holidays: One floating holiday is added for a total of 10 (9).

Paid Vacations: 3 weeks after 5 (6) years.

**Bereavement Leave:** Daughter-in-law, son-in-law, and grandchildren included in up to 3 days' paid leave to arrange and attend funeral.

1 day's paid leave (new) for attending the funeral or for mourning the death of a member of the immediate family.

Paid Time Off on Pay Day: Effective July 20, 1973, an additional 15 minutes (new) paid leave granted at lunch hour on pay day every second Thursday.

Welfare: OHIP, Extended Health Care Plan and Semi-Private Hospitalization Plan - Effective July 20, 1973, employer pays 100% of the premiums of these plans for female employees with dependents (previously employer paid single coverage only, except where employee was the sole support of the family).

Travel Being negotiated.  
Allowance:

## FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Council of Graphic Arts Unions of the Public Service of Canada (5 unions) (AFL-CIO/CLC) (printing operations):  
A 36-month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1975, covering 1,230 employees, settled at the bargaining stage.

Wages: Effective Jan. 1/73

## Ottawa-Hull and Montreal

## Bindery Operator

**Level 1** (\$2.97)

(**\$4.80**)

**Platemaker** \$6.49  
(\$5.69)

Wages: Additional wage adjustments based on settlements in the printing industry for equivalent jobs.

Acting Pay: After 3 hours (new).

Paid Vacation: Effective April 1, 1973, 4 weeks after 15 (18) years' service.

Health and Welfare: Sick leave - effective Jan. 1, 1974, accumulates at the rate of 2/3 (5/8) of a day per month; effective Jan. 1, 1975, 3/4 of a day per month.

**Severance Pay:** Laid off for the first time - 2 weeks' pay for the first year of service, 1 week's pay for each additional year (new). Laid off for the second or subsequent time - one week's pay for each year of service (new).

Retirement - 1 week's pay per year of service (new).

**Survivor Benefit:** Employer pays to the employee's estate, the amount he would have earned if he had worked to the end of the month (new).

**Technological Change:** When employee is transferred or reclassified to a lower level due to technological change he receives a lump sum payment of one-half of the difference between past and present rates, multiplied by the number of hours in the 52-week period from the date he receives the lower rate (new).

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)  
(ships crews): A 28-month renewal agreement effective from Sept. 25, 1972 to Jan. 26, 1975, covering 2,770 employees, settled at the conciliation officer stage.

<b>Wages:</b>	<b>Effective</b>	<u>Sept. 25/72</u>	<u>June 4/73</u>	<u>Feb. 25/74</u>
	General Increases	10%	8.75%	7.25%

Monthly Rates

Eastern based employees (east of 102° longitude)

Deck Employees	\$506-\$649 (\$460-\$590)	\$550-\$706	\$590-\$757
Specialist Trades	\$520-\$765 (\$473-\$695)	\$566-\$832	\$607-\$892

Western based employees

Deck Employees	\$583-\$735 (\$530-\$668)	\$634-\$799	\$680-\$857
Specialist Trades	\$575-\$889 (\$523-\$808)	\$625-\$967	\$670-\$1,037

**Overtime:** Every three months, the employee submits a request stating whether he wants his overtime paid in time or money. If no bid is made, the employer will decide (new).

**paid Vacation:** 3 weeks after 3 (5) years' service, 6 weeks after 30 years (new).

**Union Business:** Liberalization of provisions providing for paid leave (unpaid) to employees requiring time off for union business.

**Marine Disaster:** Clothing allowance - \$700 (\$600).

#### LOCAL ADMINISTRATION

Niagara Falls City Corporation - Canadian Union of Public Employees, Local 133 (CLC): A 24-month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 325 employees, settled at the conciliation officer stage. (Previous agreement expired Dec. 31, 1972.)

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 1/73</u>	<u>Jan. 1/74</u>
General Increases		\$12.40 per week for salaried employees; 31¢ per hour for hourly rated employees	\$11.20 per week for salaried employees; 28¢ per hour for hourly rated employees
Level 1 (includes Laborer, Permanent)		\$3.91 - \$4.14 (\$3.60 - \$3.83)	\$4.19 - \$4.42
Level 13 (includes Carpenter)		\$4.80 - \$5.10 (\$4.49 - \$4.79)	\$5.08 - \$5.38
Probationary period is 3 months. Maximum rate for Level 1 reached after 3 months and for Level 13, after 6 (previously 12) months.			
<u>Shift Premiums:</u>	0 - 17¢ - 20¢ (0 - 16¢ - 16¢).		
Premium Pay:	50¢ (new) per hour for employees required to use machinery emptying settling or septic tanks.		
	60¢ (50¢) per hour for up to 4 employees, working at any one location, required to work at exhumation proceedings at a cemetery.		
<u>Emergency Call-in Pay:</u>	Effective July 23, 1973, minimum of 2 hours' pay at the applicable overtime rate (previously at time and one-half).		
<u>Paid Vacations:</u>	4 weeks after 14 (16) years and 5 weeks after 24 (25) years. Effective in 1974, 3 weeks after 4 (5) years, 4 weeks after 13 years and 5 weeks after 23 years.		
<u>Sick Leave:</u>	Maximum accumulation of 360 (336) days.		
<u>Supplementation of Workmen's Compensation:</u>	Employer makes up the difference between Workmen's Compensation payments and employees' wages for first 6 months (same) and for an additional 6 months (new) with deductions for the second 6 months taken from sick leave credits until used up.		
<u>Welfare:</u>	Extended Health Care Plan - Effective Oct. 1, 1973, improved coverage includes eyeglasses up to a maximum of \$40 per person per year and hearing aids up to a maximum of \$300.		
	Dental Plan - Effective Jan. 1, 1974, employer pays 50% (new) of the premiums for a dental care plan for regular and regular seasonal employees.		
<u>Safety Shoe Allowance:</u>	Effective July 23, 1973, employer pays \$13 (\$10) towards the cost of safety boots for permanent and regular seasonal employees.		
<u>Clothing Allowance:</u>	Effective July 23, 1973, employer provides new employees with 4 (5) sets of clothing and 3 (2) replacement sets.		

Contracting Out: No employee with 2 (3) years' service may be laid off as a result of contracting out present work or services of a kind presently performed by the employee.

**ADDENDUM**

This addendum consists of five settlements ratified in the month of June 1973.

**TEXTILE**

Patchogue Plymouth - Hawkesbury Mills Division of Amoco Canada Petroleum Company Ltd. at Hawkesbury - Woodworkers (AFL-CIO/CLC): A 30-month first agreement effective from June 30, 1973 to Dec. 30, 1975, covering 275 employees, settled at the post-conciliation bargaining stage and ratified in June 1973.

**Wages:** Settlement pay of \$250, pro-rated for all employees during the period from Jan. 3 to July 1, 1973.

	<u>Effective</u>	<u>July 1/73</u>	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>
General Increases		25¢	15¢	20¢
Doffer		\$2.67 (\$2.42)	\$2.82	\$3.02
Machinist		\$3.68 (\$3.43)	\$3.83	\$4.03

**Paid Holidays:** 9 paid holidays to be taken as 3 shutdowns of 3 days each at Christmas, New Year's and Labour Day (previously 9 days taken separately). Effective Jan. 30, 1974, employee's birthday is added for a total of 10.

**Seniority:** Employee with least seniority in department and working on shift concerned will be laid off first for lay-offs of less than 2 working days (new).

In event of lay-off for more than 2 working days, probationary employees in department concerned will be laid off first, provided remaining employees in the department can perform the work. Thereafter, employee with least departmental seniority will be laid off, provided remaining employees with greater departmental seniority can perform the work (new).

An employee displaced from a department as a result of the above is entitled to displace an employee with less plant seniority in another department provided he can perform the job (new).

**Union Security:** Compulsory union membership for new employees and maintenance of membership for members (new).

## FURNITURE AND FIXTURES

<u>Sunar Industries Limited, Steel Division at Waterloo - Steelworkers, Local 3292</u>			
(AFL-CIO, CLC): A 24 - month renewal agreement effective from May 8, 1973 to May 8, 1975, covering 270 employees, settled at the conciliation officer stage and ratified in June 1973. (Previous agreement expired May 7, 1973).			
Wages:	Effective	<u>May 8/73</u>	<u>May 8/74</u>
	General Increases	8%	8%
	Assembler	\$3.40 (\$3.16)	\$3.67
	Electrician Class "A"	\$4.48 (\$4.15)	\$4.84
Shift Premiums:	0 - 20¢ - 23¢ (0 - 18¢ - 20¢).		
Overtime Pay:	Effective ratification date, time and one-half for first three (four) hours overtime worked after a regular shift and double time thereafter.		
	Effective ratification date, time and one-half for first 12 (15) hours overtime worked during the week Monday through Saturday and double time thereafter.		
	Effective ratification date, time and one-half for first 10 (12) hours worked on a Saturday and double time thereafter.		
Paid Vacations:	3 weeks and 6% vacation pay after 5 (6) years, 4 weeks and 8% after 14 (15) years, 5 weeks and 10% after 20 (21) years and 6 weeks and 12% after 27 (30) years. Effective May 8, 1974, 4 weeks and 8% after 12 years and 5 weeks and 10% after 20 years.		
	Vacation bonus of 13% (10%) of vacation pay.		
Bereavement Leave:	Foster parents and guardians included in up to 3 day's paid leave.		
Welfare:	Life Insurance and A. D. & D. - Effective ratification date, \$7,500 (\$6,500).		
	Weekly Indemnity - Effective ratification date, benefits change to 66 2/3% of earnings (previously flat amount of \$85 per week), payable on a 1-4-39 basis.		
	Prescription Drug Plan - Effective Jan. 1, 1974, new plan with 35¢ deductible replaces present plan with deductibles of \$10 for single employees and \$20 for married employees.		
	Dental Plan - Effective Nov. 1, 1974, employer pays 100% (new) of the premiums for dental plan, with deductibles of \$25 for single and \$50 for married employees, with 80% of remaining expenses paid up to a maximum of \$250 the first year plan is put into effect, \$500 the second year, \$750 the third and \$1,000 in the fourth year.		

Transition and Bridge Benefits increase to \$150 (\$125).

Safety Shoe Allowance: In the event that employer or government specifies that safety shoes must be worn in certain areas, employer will pay \$18 per year towards the cost (new).

Pension Plan: Basic benefits increase to \$5.50 (\$5.00) per month per year of service. Effective May 8, 1974, benefits increase to \$6.50.

Supplementary benefits increase to \$5.50 (\$5.00). Effective May 8, 1974, benefits increase to \$6.50.

An additional \$25 per month per year of service or an agreed distribution of the cost, to be decided upon, granted to pensioners.

Welland County General Hospital - Service Employees, Local 204 (AFL-CIO/CLC):  
A 24-month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 300 employees, settled at the conciliation officer stage. (Previous agreement expired Dec. 31, 1972.)

Wages:	Effective	<u>Jan. 1/73</u>	<u>Sept. 3/73</u>
Increases	\$25 per month for all employees except Special Orderlies who receive \$20 and maintenance employees who receive \$30		Same increases apply as those shown for Jan. 1, 1973
Additional Adjustments	\$5 - \$18 for some classifications		\$5 - \$18 for some classifications
Housemaid	\$397 - \$422 (\$372 - \$379)		\$422 - \$447
Porter	\$509 - \$534 (\$474 - \$499)		\$534 - \$559
Registered Nursing Assistant	\$535 - \$560 (\$505 - \$530)		\$565 - \$590
Orderly	\$550 - \$575 (\$525 - \$550)		\$575 - \$600
Electrician	\$735 - \$760 (\$705 - \$730)		\$765 - \$790

<u>Effective</u>	<u>June 10/74</u>	<u>Sept. 2/74</u>
Increases	\$20 for all employees except Special Orderlies who receive \$21 and maintenance employees who receive \$30	
Additional Adjustments	\$5 - \$18 for some classifications	\$5 for R.N.A.'s
Housemaid	\$442 - \$467	\$442 - \$467
Porter	\$554 - \$579	\$554 - \$579
Registered Nursing Assistant	\$590 - \$615	\$595 - \$620
Orderly	\$595 - \$620	\$595 - \$620
Electrician	\$795 - \$820	\$795 - \$820
Probationary period is 2 months. Maximum rates reached after one annual increment.		
Standby Pay:	\$5 applies for all employees (previously for R.N.A.'s, Orderlies and Nurses' Aides).	
Sick Leave:	Maximum accumulation of sick leave credits is increased to 120 (110) days.	
Welfare:	OHIP - Effective July 1, 1973, employer pays 100% (90%) of the premiums.	
Safety Prescription Glasses:	Employer will pay the difference between regular prescription cost and cost of safety lens (new).	

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CANADA



ONTARIO

CANADA DEPARTMENT OF LABOUR

OTTAWA

ONTARIO MINISTRY OF LABOUR

TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
IN ONTARIO REACHED DURING AUGUST 1973



Prepared jointly by the Canada Department of Labour  
and the Ontario Ministry of Labour



## C O N T E N T S

This report consists of summaries of 15 collectively bargained settlements in Ontario's non-construction industries in August 1973. This report also includes an addendum of 8 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements for bargaining units of 500 or more employees. The Ontario Department of Labour reports on settlements for bargaining units of 200 to 500 employees.

### Note on Rates:

Two rates are consistently sought in reporting settlements; they are the after probationary rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. However, in some bargaining units these classifications do not exist and, in such cases, an attempt is made to report increases for a low rate and a high rate. For example, in an office bargaining unit, rates that might be reported could be a clerk's rate and a senior data control analyst's rate. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled occupation and for a skilled occupation in the bargaining unit.

Provisions in brackets refer to the previous agreement.

Sept. 25, 1973



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Plummer Memorial Public Hospital and Sault Ste. Marie General Hospital, Sault Ste. Marie	Service Employees (AFL-CIO/CLC)	12
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## KNITTING MILLS

Harvey Woods Limited and subsidiaries at Toronto and Woodstock, Hosiery, Underwear and Lingerie Divisions - Locals 1300, 986 and 717, Textile Workers' Union of America (AFL-CIO/CLC): A 24-month renewal agreement effective from Sept. 1, 1973 to Aug. 31, 1975, covering 600 employees, settled at the conciliation officer stage.

Wages:	Effective	<u>Aug. 20/73</u>	<u>Sept. 1/73</u>	<u>Sept. 1/74</u>
Classification		0-64¢ per hour		
Adjustments		for non-incentive employees only		
General Increases		-	10¢	11¢
Warehouseman		\$2.54 (\$2.19)	\$2.64	\$2.75
Carpenter		\$3.20 (\$2.69)	\$3.30	\$3.41
Instruction Premium:	Effective Sept. 1, 1974, 15¢ (10¢) per hour.			
Paid Holidays:	One additional floating holiday to be mutually agreed upon at first of year for a total of 10 paid holidays.			
Paid Vacation:	2 weeks after 1 year's service at 4% (formerly 2 weeks after 1 year at 3% and 2 weeks after 2 years at 4%);  2 weeks after 5 years at 5% (no change);  3 weeks after 8 (10) years at 6% (formerly 3 weeks after 15 years at 7%);  4 weeks after 15 (20) years at 8%;  5 weeks (new) after 20 years at 10%.			
Health and Welfare:	Extended Health Care - Deductibles reduced to \$10-\$20 (\$25-\$50).			
Bereavement Leave:	Effective Sept. 1, 1974, 1 day's paid leave in the event of death of son-in-law, daughter-in-law, brother-in-law and sister-in-law (new).			

## PAPER AND ALLIED

Kimberly-Clark of Canada Limited at Terrace Bay - Paperworkers, Local 665 (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1973 to Apr. 30, 1975, covering 375 employees, settled at the conciliation officer stage. (Previous agreement expired Apr. 30, 1973.)

<u>Wages:</u>	<u>Effective</u>	<u>May 1/73</u>	<u>May 1/74</u>			
General Increases		8½% with a minimum of 36¢	8½%			
Labourer		\$4.21 (\$3.85)	\$4.57			
Millwright		\$5.70 (\$5.25)	\$6.18			
<b>Shift Premiums:</b> Effective Aug. 16, 1973, 0 - 15¢ - 20¢ (0 - 10¢ - 17¢).						
Call-In Pay:	Effective Aug. 16, 1973, minimum of 6 (4) hours' pay at straight time for employees called in on Sunday.					
Pay For Sunday Work:	Effective Aug. 16, 1973, day worker scheduled or called out on Sunday and working 6 (8) hours or more receives day off in lieu or works regular schedule, Monday through Friday, the following week with time and one-half on Friday.					
Pay for Work on a Paid Holiday:	Effective Aug. 16, 1973, time and one-half plus regular pay for first 8 hours and double time (previously time and one-half) for hours worked thereafter.					
Paid Holidays:	Effective Aug. 16, 1973, one additional floating holiday is added for a total of 6 (5) floating holidays and 5 regular holidays. Effective Jan. 1, 1974, another floating holiday is added for a total of 7 floating and 5 regular holidays.					
Paid Vacations:	Effective Jan. 1, 1974, 3 weeks after 5 (8) years and 6 weeks (new) after 27 years.					
Calculation of vacation pay is based upon gross earnings of previous calendar year inclusive (previously exclusive) of vacation pay, or at regular job rate, whichever is greater.						
Welfare:	Weekly Indemnity Plan - Effective Jan. 1, 1974, no maximum (previously \$120) on weekly indemnity benefits of 70% of weekly earnings. Effective Aug. 16, 1973, employer retains the 5/12ths rebate under U.I.C. (new).					
Long Term Disability Plan - Effective Aug. 16, 1973, employer pays 100% (new) of premiums for L.T.D. plan which provides employee with 50% of average monthly earnings up to maximum of \$800 after weekly indemnity benefits expire, with one week of benefit for each week of service, or until retirement or return to work.						
Extended Health Care Plan (includes drugs) - Effective as soon as possible, employer pays 100% (new) of premiums for health care plan covering prescribed drugs, private duty nursing, physiotherapists, ambulance service, etc., after deductibles of \$10 for single and \$20 for married employees.						

**Semi-Private Hospitalization Plan - Effective as soon as possible, employer pays 100% (new) of premiums for semi-private hospitalization.**

**Pension Plan:** Basic formula based on 1% of annual earnings (previously 7/8 of 1%), times years of service, based upon the 5 highest continuous years of earnings in the last 15 years of service, including all past years of service.

**Severance Pay:** Effective Aug. 16, 1973, employee with 2 (5) or more years' service and laid off by employer due to lack of work receives severance pay of 1½% (1%) of total earnings for last full period of continuous service. Employee receives half of payment after 6 weeks and remainder after 3 months (previously one payment after 90 days).

**Paid Meal Period:** Effective June 13, 1973, day worker on overtime receives 20-minute paid meal period (previously 30-minute unpaid meal period).

#### ELECTRICAL PRODUCTS

R.C.A. Ltd. at Midland - Local 532, International Union of Electrical, Radio and Machine Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 29, 1973 to May 28, 1975, covering 970 employees, settled after a work stoppage.

Wages:	Effective	May 29/73	Aug. 29/73	Dec. 5/73	May 29/74
	General Increases	31¢	-	-	29¢
	Adjustments	-	5¢	5¢	-
	Labourer	\$3.14 (\$2.83)	\$3.19	\$3.24	\$3.53
	Electrician	\$4.61 (\$4.30)	\$4.66	\$4.71	\$5.00

**Paid Vacation:** 2 (1) weeks after 1 year's service; 3 weeks after 7 (10) years and 4 weeks (new) after 15 years.

**Health and Welfare:** Hospital-Medical - Plan pays 100% (80%) of bills after deductibles of \$10-\$20 (\$25-\$50).

Weekly Indemnity - Benefits \$96 (\$75) maximum per week.

Square D Company Canada Limited at Toronto - Electrical Workers, Local 505 (U.E.) (CLC): A 24-month renewal agreement effective from June 5, 1973 to June 5, 1975, covering 325 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired June 5, 1973).

<u>Wages:</u>	<u>Effective</u>	<u>June 6/73</u>	<u>Jan. 6/74</u>
	Increases	30¢ for dayworkers; 24¢ for incentive workers	20¢ for dayworkers; 16¢ for incentive workers
	Additional Adjustments	15¢ for Testman, Maintenance Man and Tool and Die Maker	
	Plate Helper	\$3.35 - \$3.58 (\$3.05 - \$3.28)	\$3.55 - \$3.78
	Maintenance Man I	\$4.53 - \$4.72 (\$4.08 - \$4.27)	\$4.73 - \$4.92
	<u>Effective</u>	<u>June 6/74</u>	<u>Jan. 6/75</u>
	Increases	20¢ for dayworkers; 16¢ for incentive workers	15¢ for dayworkers; 12¢ for incentive workers
	Plate Helper	\$3.75 - \$3.98	\$3.92 - \$4.13
	Maintenance Man I	\$4.93 - \$5.12	\$5.08 - \$5.27
Probationary period is 90 days of service. Maximum rate for Plate Helper reached after 3 three-month increments of 7¢, 7¢ and 9¢. Maximum rate for Maintenance Man I reached after 2 three-month increments of 5¢ and 7¢ and one increment at 15 months of 7¢.			
Shift Premiums:	0 - 18¢ - 20¢ (0 - 16¢ - 18¢).		
Paid Holidays:	Effective June 6, 1974, one additional day, to be chosen by the employer, is added for a total of 11 (10).		
Paid Vacations:	Effective June 1, 1974, 3 weeks after 6 (8) years and 4 weeks after 16 (18) years. Effective June 1, 1975, 3 weeks after 5 years and 4 weeks after 15 years.		
Bereavement Leave:	Grandparent, brother-in-law or sister-in-law included in up to 3 days' paid leave.		
Welfare:	Life Insurance - Effective Sept. 1, 1973, benefits increase to \$8,000 (\$7,000).		
	Effective Sept. 1, 1973, benefits increase to \$2,500 (\$2,000) for employees upon retirement at age 65.		
	Accidental Death and Dismemberment - Effective Sept. 1, 1973, benefits increase to \$6,000 (\$5,000).		

Weekly Indemnity - Effective Sept. 1, 1973, benefits of \$85 (\$70) per week, payable from the first day of accident and fourth day of illness for a maximum of 52 (26) weeks.

OHIP - Effective Sept. 1, 1973, employer pays \$11.00 (\$8.00) per month for single employees and \$22.00 (\$16.00) for married employees towards premiums for OHIP.

Pension Plan: Effective Jan. 1, 1974, benefits increase to \$5.00 per month per year of future service (\$4.00 for the period from Jan. 1, 1972 to Jan. 1, 1974). Effective Jan. 1, 1975, benefits increase to \$6.00 per month per year of future service.

Severance Pay: Benefits increase to \$55 (\$45) per year for employees with 1 to 5 years' service, \$275 (\$225) plus \$65 (\$55) per year of service after 5 for employees with 6 to 10 years' service and \$600 (\$500) plus \$75 (\$70) per year of service after 10 for employees with 11 years' service or more.

Lay-Off: An employee with 3 (5) years' service who is laid off for specified reasons, including technological change, and is unable to exercise seniority, will be assigned on a training basis to job held by less senior employee, provided he can learn job within 10 working days.

Phillips Cables Ltd., at Brockville - International Union of Electrical, Radio and Machine Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 29, 1973 to July 28, 1975, covering 550 employees, settled at the bargaining stage.

Wages:	Effective	<u>July 29/73</u>	<u>July 29/74</u>
	General Increases	36¢	32¢
	Tradesman Adjustments	6¢	5¢
	Labourer	\$3.54-\$3.67 (\$3.18-\$3.31)	\$3.86-\$3.99
	Electrician	\$4.23-\$4.55 (\$3.81-\$4.13)	\$4.60-\$4.92

Paid Holidays: Effective in 1974, 1 additional floating holiday for a total of 10.

Paid Vacation: Effective in 1974, 3 weeks after 7 (10) years' service, 4 weeks after 15 (19) years, 5 weeks after 26 (30) years. Effective in 1975, 3 weeks after 5 years and 5 weeks after 25 years.

Vacation Bonus: Employees eligible for 2 weeks vacation receive a bonus of \$25 (new). Employees eligible for 3, 4 and 5 weeks receive \$50, \$75 and \$100, respectively (no change).

Health and Welfare: Dental Plan (new) - employer pays 100% of premium cost of Blue Cross No. 7 Dental Plan.

Pension Plan: Vesting - after 10 years at age 40 (45).  
 Rule of 95 - no actuarial reduction in pension if age plus service equal 95. Pension - \$5.90 (\$5.50) per month per year of service; effective July 29, 1974, \$6.30.

Christmas Bonus: \$20 (\$15).

#### NON-METALLIC MINERAL PRODUCTS

Consumers Glass Co. at Toronto - Local 200, United Glass and Ceramic Workers of North America (AFL-CIO/CLC): A 24-month renewal agreement effective from June 20, 1973 to June 19, 1975, covering 800 employees, settled after a work stoppage.

Wages:	Effective	<u>June 20/73</u>	<u>June 20/74</u>
	General Increases	40¢	45¢
	Tradesmen Adjustment	5¢-12¢	
	Labourer	\$3.76 (\$3.36)	\$4.21
	Electrician	\$4.79 - \$5.03 (\$4.31 - \$4.55)	\$5.24 - \$5.48

Shift Premiums: Effective Aug. 1, 1973, 0-13¢-18¢ (0-11¢-17¢).

Overtime Premium: Effective Aug. 1, 1973, paid when less than 24 hours' notice given on change of shift (new).

Paid Vacation: Effective Aug. 1 1973, 3 weeks after 5 (6) years' service, 4 weeks after 15 (16) years.

Bereavement Leave: Effective Aug. 1, 1973, one day in event of death of a grandchild.

Health and Welfare: Weekly Indemnity - effective Aug. 1, 1973, \$105 per week (formerly \$60 for Select and Packers and \$75 for all other employees).

Canadian Carborundum Company Limited at Niagara Falls - Steelworkers, Local 4151 (AFL-CIO/CLC): A 36-month renewal agreement effective from Apr. 26, 1973 to Apr. 25, 1976, covering 320 employees, settled at the post-conciliation bargaining stage.  
 (Previous agreement expired Apr. 25, 1973.)

Wages:	Effective	<u>Apr. 26/73</u>	<u>Apr. 26/74</u>	<u>Apr. 26/75</u>
	General Increases	28¢	20¢	22¢

	Apr. 26/73	Apr. 26/74	Apr. 26/75
<b>Additional Adjustments</b>		1¢-36¢ due to implementation of C.W.S. job evaluation programme	Tradesmen to be reclassified to one job grade above evaluated rates

Labour, Assigned	\$3.525-\$3.570-\$3.605 (\$3.245-\$3.290-\$3.325)	To be determined	To be determined
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Electrician	\$4.375-\$4.440-\$4.485 (\$4.095-\$4.160-\$4.205)	To be determined	To be determined
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Probationary period is 90 (60) days. Maximum rates reached after 2 increments every 2 weeks for Labour and after 2 increments every 12 weeks for Electrician.

Shift Premiums: 0 - 13¢ - 15¢ (0 - 12¢- 14¢).

Continuous Shift Premium: 17¢ (16¢) per hour.

Overtime: Overtime must be distributed equitably by occupation (previously senior employees had first choice).

Paid Vacations: Effective in 1975, 5 weeks after 20 (25) years.

Welfare: Weekly Indemnity - Effective Apr. 26, 1974, employer pays 100% (previously employee paid \$1.28 per month) for premiums for weekly indemnity plan, which will provide benefits of \$80 (at present \$70) per week, payable from the eighth day of disability for a maximum of 26 weeks.

Extended Health Care Plan (includes drugs) - Effective ratification date, plan with deductibles of \$10 for single and \$20 for married employees is improved to include coverage for eyeglasses up to a maximum of \$40 every 2 years, hearing aids up to a maximum of \$300 per life time and dental care in specified circumstances.

Pension Plan: \$5.50 per month per year of future service (\$5 for the period from May 1, 1970 to Apr. 26, 1973 and \$4.50 for service prior to May 1, 1970). Effective Apr. 26, 1975, employees may retire at age 62 with no actuarial reduction.

#### CHEMICAL AND CHEMICAL PRODUCTS

TCF of Canada Limited at Cornwall - Textile Workers Union, Local 1332

(AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1973 to June 30, 1975, covering 265 employees, settled at the conciliation officer stage. (Previous agreement expired June 30, 1973).

<u>Wages:</u>	<u>Effective</u>	<u>July 1/73</u>	<u>July 1/74</u>
	General Increases	25¢	25¢
	Additional Adjustments	3¢-5¢ per hour for some classifications	3¢-5¢ for some classifications
	Process Helper - Days	\$3.65 (\$3.40)	\$3.90
	Tradesman 'A' (includes Electrician 'A')	\$4.55 (\$4.25)	\$4.85
Shift Premiums:	0 - 10¢ - 14¢ (0 - 8¢ - 12¢). 0 - 12¢ - 16¢.		Effective July 1, 1974,
Paid Vacations:	3 weeks after 6 (10) years. 4 weeks after 13 (16) years and 5 weeks (new) after 20 years.		
Welfare:	Employer will pay any increases in premiums for life insurance, weekly indemnity, OHIP and major medical plans.		
	Life Insurance - Benefits of \$8,000 (\$5,000) for employees with 3 years' service or more and \$3,000 (\$2,500) for employees with less than 3 years' service.		
	Weekly Indemnity - Benefits of 66-2/3% of earnings up to a maximum of \$100 (previously \$60 for male employees under age 21 and all female employees and \$70 for male employees at age 21 or over), payable from the eighth day of disability for a maximum of 26 weeks. Effective July 1, 1974, maximum benefit increases to \$110.		
	Major Medical Plan - (includes drugs) - Employer pays full premiums for medical plan with deductibles of \$10 for single and \$20 for married employees for present and future pensioners (and as previously, for regular employees).		

## TRANSPORTATION

London Transportation Commission - Transit Union, Local 741 (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1973 to June 30, 1975, covering 293 employees, settled at the mediation stage. (Previous agreement expired June 30, 1973).

<u>Wages:</u>	<u>Effective</u>	<u>July 1/73</u>	<u>Mar. 1/74</u>	<u>Nov. 1/74</u>
	Increases	33¢	25¢	18¢
	Additional Adjustments	10¢ for skilled tradesmen		

	July 1/73	Mar. 1/74	Nov. 1/74
<b>Bus Operator:</b>			
1st 6 months	\$4.22 (\$3.89)	\$4.47	\$4.65
2nd 6 months	\$4.36 (\$4.03)	\$4.61	\$4.79
After 1 year	\$4.49 (\$4.16)	\$4.74	\$4.92
<b>Mechanic</b>	<b>\$4.83</b>	<b>\$5.08</b>	<b>\$5.26</b>
(Holding Certificate)	(\$4.40)		

Probationary period is 60 working days.

**Sunday Premium:** Effective Sept. 1, 1973, time and one-quarter (previously 38¢ - 54¢ per hour, paid according to classification) for hours worked on Sunday as part of the regular work week.

**Statutory Holiday Premium:** Effective Sept. 1, 1973, time and one-half (previously straight time) in addition to regular holiday pay, for work on a statutory holiday. Premium pay does not apply to "floater".

**Paid Holidays:** Effective Jan. 1, 1974, one additional floating day is added for a total of 10 (at present 9).

**Paid Vacations:** Effective in 1974, 3 weeks after 5 (8) years and 4 weeks after 15 (18) years.

**Welfare:** Life Insurance, Weekly Indemnity, OHIP, Major Medical Plan and Semi-private Hospitalization - Employer pays 100% (80%) of the premiums for these plans.

Life Insurance - Effective Nov. 1, 1973, benefits increase to \$6,000 (\$4,000).

Weekly Indemnity - Effective Jan. 1, 1974, benefits increase to \$110 (at present \$90) per week, payable from the first day of accident, first day of hospitalization (new) and fourth day of illness for a maximum of 26 weeks.

Major Medical Plan - Effective Sept. 1, 1973, plan pays for all remaining expenses (previously 80% of expenses) after deductibles of \$25 for single and \$50 for married employees .

**Safety Shoe Allowance:** Employer provides safety boots for garage personnel (new).

#### EDUCATION & RELATED SERVICES

The Peel County Board of Education at Mississauga - The Peel County Board of Education Employees' Association (Ind.): A 12-month first agreement effective from July 1, 1973 to June 30, 1974, covering 400 employees, settled at the conciliation officer stage.

Wages:	Effective	<u>July 1/73</u>	<u>Feb. 1/74</u>
	General Increases	6½%	2%
	Level 3 (includes Clerk-Typist)	\$5,278 - \$6,007 (\$4,956 - \$5,640)	\$5,377 - \$6,119
	Level 8 (includes Senior Secretary in Secondary School)	\$7,901 - \$9,022 (\$7,419 - \$8,471)	\$8,050 - \$9,191

Probationary period is 6 months. Maximum rates reached after increments at 6 months, 18 months and 30 months for above classifications.

Paid Vacations: 3 weeks after 1 (3) year and 4 weeks after 11 (12) years.

Paid Holidays: Part-time employees may receive the following holidays provided they work the working day before and the working day after: Victoria Day, Labour Day, Thanksgiving Day, Remembrance Day (if declared a school holiday), Good Friday and Easter Monday (if these days do not coincide with winter vacation).

Sick Leave: Maximum accumulation is 240 (previously 100) sick leave credits for part-time employees.

Welfare: Life Insurance - Employer pays portion of premiums for group life insurance for part-time employees with 1,300 to 1,820 hours' service per year, pro-rated as a factor of amount paid (i.e. 66-2/3%) for full-time employees. Part-time female employees may choose optional coverage of life insurance equal to annual earnings, or equal to 2½ times annual earnings. Part-time male employees may choose latter coverage.

OHIP - Employer pays portion of premium for OHIP for part-time employees with 1,300 to 1,820 hours' service per year, pro-rated as a factor of amount paid (i.e. 66-2/3%) for full-time employees.

Pension Plan: Part-time employees with 1,300 to 1,820 hours' service per year are eligible to belong to Ontario Municipal Employees Retirement System.

Retirement Allowance: Part-time employees with 1,300 to 1,820 hours' service per year are eligible, on a pro-rated basis, for retirement allowance for employees at age 60 with 10 years' continuous service, equal to 20% of current salary plus 2% for each additional year of service up to a maximum of 50%.

Union Security: Compulsory check-off of union dues for all employees upon completion of probationary period (new).

## HEALTH AND WELFARE SERVICES

St. Joseph's Hospital at London - Nurses' Association, St. Joseph's Hospital (Ind.): A 24-month renewal agreement effective from Jan. 1, 1972 to Dec. 31, 1973, covering 300 employees, settled at the arbitration stage. (Previous agreement expired Dec. 31, 1971).

**Wages:** Retroactive pay applies to all employees on payroll as of Jan. 1, 1972 and prorated for new employees. Former employees must be notified at last address known to Hospital, and must claim retroactive payments within 30 days.

Effective	<u>Jan. 1/72</u>	<u>Jan. 1/73</u>
<b>Increases</b>	\$40 per month	\$50 per month
<b>Additional Adjustment</b>	Increments increase to \$22 (\$21) for Non-Registered Graduate Nurses and \$23 (\$21) for Registered Graduate Nurses up to a maximum of 5 years	Increments increase to two at \$26, one at \$27 and two at \$28 for Registered Graduate and Assistant Head Nurses (\$25 for Assistant Head Nurses) and \$23 for Non-Registered Graduate Nurses
<b>Registered Nurse</b>	\$605 - \$720 (\$565 - \$670)	\$655 - \$790
<b>Assistant Head Nurse</b>	\$643 - \$768 (\$603 - \$728)	\$693 - \$828

Probationary period is 65 working days within period of 4 months. Maximum rates reached after 5 annual increments.

**Shift Premiums:** 0 - \$1.20 - \$1.20 (0 - \$1.00 - \$1.00).

**Negotiating Pay:** Up to 4 nurses may be granted pay for time spent during working hours negotiating a collective agreement (new).

**Hours of Work:** Hours of work reduced to 7-3/4 (8) per day or an average of 38-3/4 (40) per week.

**Paid Holidays:** Effective in 1974, Easter Monday is added for a total of 11 (10).

**Paid Vacations:** Effective Aug. 22, 1973, 4 weeks after 3 (5) years and 5 weeks (new) after 20 years.

**Bereavement Leave:** Brother-in-law or sister-in-law included in one day's paid leave to attend funeral.

**Leave of Absence:** Up to 3 nurses may be granted a maximum of 50 (35) unpaid working days per calendar year to attend union meetings.

Sick Leave: Deletion of clause which specified that employer may refuse to pay for third period of sick leave of 3 days or less within 12-month period, even though employee had sick leave credits.

Welfare: Life Insurance and OHIP - Effective the first billing date after Aug. 22, 1973, employer pays 100% (75%) of the premiums for HOOGLIP and OHIP.

Plummer Memorial Public Hospital and Sault Ste. Marie General Hospital at Sault Ste. Marie - Service Employees, Local 268  
(AFL-CIO/CLC): Two 24-month renewal agreements effective from Jan. 1, 1973 to Dec. 31, 1974, covering 175 employees at Plummer and 235 at Sault Ste. Marie General, settled at the arbitration stage. (Previous agreements expired Dec. 31, 1972).

Wages: Retroactive pay applies to previous employees who have completed probationary period as of Jan. 1, 1973.

Employer will notify previous employees by Sept. 15, 1973 by registered mail and pay must be picked up within 30 days.

Effective	<u>Jan. 1/73</u>	<u>Sept. 1/73</u>
Increases	\$25 per month for all employees, except Maintenance Trades who receive \$32	Same increase applies at that shown for Jan. 1, 1973
Additional Adjustments	\$5 for Registered Nursing Assistants	\$5 for R.N.A.'s; \$10 for Electricians at Sault Ste. Marie
Maid	\$390 - \$420 (\$365 - \$395)	\$415 - \$445
Porter	\$495 - \$525 (\$470 - \$500)	\$520 - \$550
Registered Nursing Assistant	\$510 - \$540 (\$480 - \$510)	\$540 - \$570
Orderly	\$545 - \$575 (\$520 - \$550)	\$570 - \$600
Maintenance "A"	\$752 (\$720)	\$784

Effective	<u>Apr. 1/74</u>	<u>July 1/74</u>
Increases	\$20 per month for all employees, except Maintenance Trades who receive \$26	
Additional Adjustments	\$5 for R.N.A.'s	\$5 for R.N.A.'s
Maid	\$435 - \$465	\$435 - \$465
Porter	\$540 - \$570	\$540 - \$570
Registered Nursing Assistant	\$565 - \$595	\$570 - \$600
Orderly	\$590 - \$620	\$590 - \$620
Maintenance "A"	\$810	\$810

Probationary period is 3 months at Plummer Memorial and 90 days at Sault Ste. Marie. Maximum rates reached after two annual increments.

**Shift Premiums:** Effective Aug. 17, 1973, 0 - \$1.00 - \$1.00 (new) for rotating shifts.

**Shift Scheduling:** Employee is not required to work more than 7 consecutive days without 2 days off (new).

**Call-Back Pay:** Effective Aug. 17, 1973, minimum of 4 (3) hours at time and one-half.

**Overtime Pay:** Effective Aug. 17, 1973, time and one-half after 8 hours per day or after 40 hours per week for employees at Plummer Memorial Hospital (previously time and one-half after 80 hours in a two-week period).

Paid time for bereavement pay and sickness or accident will be recognized as time worked in any week where overtime is required (new).

**Temporary Transfer:** Effective Aug. 17, 1973, employee who performs duties of higher classification receives minimum of starting pay for the higher rate after 2 (4) days.

**Paid Vacations:** 3 weeks after 5 (6) years and 4 weeks after 16 (25) years for employees at Plummer Memorial. Effective in 1974, 4 weeks after 15 years.

**Jury Duty Leave:** Employer makes up the difference between pay for jury duty and regular pay (new).

**Bereavement Leave:** Mother-in-law and father-in-law included in up to 3 (1) days' paid leave.

Maternity Leave: In addition to the provisions of the Employment Standards Act, employee may be granted an additional leave of absence up to 3 months. An additional leave of up to 3 months may be granted for medical complications. (Previously Plummer Memorial granted 4 months and Sault Ste. Marie granted 6 months with no loss of seniority).

Maternity Leave granted during employee's first year of employment will be at the discretion of the employer.

Sick Leave: Effective Aug. 17, 1973, credits accumulate at a rate of 1½ days per month up to a maximum of 100 (85) days.

Upon termination of employment after 5 years' service, employees receive cash payment for 50% of unused sick leave credits up to a maximum of 70 (60) days' pay.

Welfare: Life Insurance - Effective Sept. 1, 1973, employer pays 75% (66-2/3%) of the premiums for life insurance.

OHIP - Effective Sept. 1, 1973, employer pays 90% (66-2/3%) of the premiums for OHIP. Effective Apr. 1, 1974, employer pays 100%.

Major Medical Plan (includes drugs) - Effective Sept. 1, 1973, employer pays 50% (new) of the premiums for major medical plan with deductibles of \$10 for single and \$20 for married employees for employees at Plummer Memorial Hospital.

Union Security: Compulsory check-off of union dues for all employees who have completed probationary period (previously for employees hired after Feb. 27, 1967 and for union members).

Uniform Allowance: Employer will provide, repair and launder uniforms for all employees except R.N.A.'s where required (new). Uniforms remain property of employer.

## SERVICE TO BUSINESS MANAGEMENT

TAS Communications Services, a division of International Utilities Corporation at Toronto - Communications Workers, Local C-16 (AFL-CIO/CLC): A 24-month renewal agreement effective from June 25, 1973 to June 24, 1975, covering 300 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired June 24, 1973.)

Wages:	Effective	<u>June 25/73</u>	<u>June 25/74</u>
	Increases	20¢ - 26¢ per hour	15¢ - 20¢ per hour

	June 25/73	June 25/74
<b>Rates:</b>		
Start	\$2.00 (\$1.80)	\$2.15
After 60 months	\$2.76 (\$2.50)	\$2.96
Probationary period is 90 calendar days. Maximum rates reached after increments at 3, 6, 12, 24, 36, 48 and 60 months.		
Premiums for Supervisors:		
	\$5.00 (\$4.00) per week for day supervisors.	
	\$7.50 (\$6.00) per week for evening supervisors.	
	30¢ (20¢) per hour up to a maximum of \$1.75 (\$1.00) per day for employees appointed "in-charge" in an office.	
Acting Pay:		
	\$15 per week (new) for employee who temporarily replaces office manager for 5 working days or more.	
Sunday Premium:	\$6.00 (\$4.75) per tour.	
Overtime Pay:		
	Effective Aug. 22, 1973, time and one-half after $7\frac{1}{2}$ (8) hours per day and $37\frac{1}{2}$ (40) hours per week for day tour operators.	
Pay for Work on a Holiday:		
	Effective ratification date, employee receives normal day's pay plus pay for work performed plus premium of \$6.00 (\$4.75) for 4 hours' work or more. Employee receives pay for work performed plus premium of \$3.00 (\$2.38) for less than 4 hours' work.	
	Effective Jan. 25, 1975, employee receives normal day's pay plus pay for work performed at a rate of time and one-half.	
	Employee who is entitled to holiday pay for a holiday which falls on day off, receives holiday pay for day on which holiday falls. If employee chooses, she will be scheduled another day off without pay within 4 weeks after the holiday on a mutually agreeable day (new).	
Bereavement Leave:		
	Mother-in-law or father-in-law included in 3 days' paid leave if they live in the same residence and form part of the family unit (or, as previously, one day's paid leave).	
Sick Leave:		
	Full-time employees with 90 days' service receive no pay for the first 4 (5) days' absence and two-thirds (previously half) pay thereafter up to a maximum of 6 scheduled working weeks; full-time employees with 1 year's service receive no pay for the first 4 (5) days and two-thirds (half) pay thereafter up to 12 weeks; full-time employees with 15 years' service receive no pay for the first 4 (5) days and two-thirds (half) pay thereafter up to 16 weeks.	

Employee who receives sick pay and is absent again due to sickness or accident for a period in excess of 4 scheduled working days within 6 months of the previous absence, shall receive benefits continuing from the point reached upon previous return to work, commencing with first day of absence and ending with return to work, or expiration of benefits, whichever occurs first.

Employee must have 6 consecutive months at work during which she does not draw sick pay, in order to reestablish sick benefits.

Employer pays 75% of the daily rate up to a maximum of \$129.81 (\$86.54) per week for employees permanently or temporarily disabled, due to accident at work.

**Welfare:** OHIP - Effective Jan. 1, 1974, employer pays \$5.50 per month (new) towards premiums for OHIP for full-time employees upon completion of probationary period. Effective July 1, 1974, employer pays 50% of the premiums.

**Retirement Plan:** Effective July 1, 1975, full-time employees at age 65 or over, with 15 years' service receive retirement pay (new) of 15 weeks at regular salary, paid on a weekly basis, with one additional week's pay for each additional year of service up to a maximum of 20 weeks.

Effective Jan. 3, 1976, compulsory retirement at age 65 (new).

**Union Security:** Compulsory union membership for employees hired or re-hired after Aug. 1, 1973, upon completion of probationary period, and maintenance of membership for present members.

#### FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Association of Foreign Service Officers (Ind.): A 24-month renewal agreement effective from March 26, 1973 to March 23, 1975, covering 715 employees, settled at the bargaining stage.

Wages:	Effective	<u>Mar. 26/73</u>	<u>Mar. 25/74</u>
	General Increases	6½%	6½%
	Foreign Service Officer 1	\$10,944-\$15,300 (\$10,300-\$14,400)	\$11,628-\$16,256
	Foreign Service Officer 3	\$22,313-\$30,175 (\$21,000-\$28,400)	\$23,708-\$32,061

**Severance Pay:** If employee dies - 1 week's pay per year of service paid to the estate (new).

**Court Leave:** Employer pays employee for lost work time due to serving on a jury or appearing as a subpoenaed or summoned witness (new).

## LOCAL ADMINISTRATION

Regional Municipality of Niagara at St. Catharines - Canadian Union of Public Employees, Local 1287 (CLC): A 24-month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 409 employees, settled at the post-conciliation bargaining stage. (Previous agreements expired Dec. 31, 1972.)

Wages:	Effective	<u>Jan. 1/73</u>	<u>Jan. 1/74</u>
	General Increases	7½%	6%
	Roads Division employees:		
	Job Level 1 (includes Labourer)	\$3.92-\$4.17 (\$3.65-\$3.88)	\$4.16-\$4.42
	Job Level 8 (Licensed Mechanic)	\$4.91-\$5.21 (\$4.57-\$4.85)	\$5.20-\$5.52
	Office employees:	\$6,200-\$6,595 (\$5,767-\$6,135)	\$6,572-\$6,991
	Job Level 1 (includes Clerk Typist 1)		
	Job Level 10 (Construction Safety Inspector)	\$11,794-\$12,171-\$12,546 (\$10,971-\$11,322-\$11,671)	\$12,502-\$12,901-\$13,299

Probationary period is 60 working days. Start rate and rate after 60 days are shown for Job Levels 1 and 8. Start rate, rate after 3 months and rate after 12 months are shown for Job Level 10.

Shift Premiums: Effective Jan. 1, 1974, 0 - 20¢ - 20¢ (0 - 15¢ - 15¢).

Meal Allowance: \$2.50 (\$2.00) after 2 hours' overtime after or before any shift.

Paid Vacations: 4 weeks after 14 (15) years and 5 weeks after 24 (25) years. Effective in 1974, 3 weeks after 4 (5) years, 4 weeks after 13 years and 5 weeks after 23 years.

Welfare: Long Term Disability Plan - Effective Jan. 1, 1974, employer pays 50% (new) of the premiums for long term disability plan, which provides benefits of 60% of salary, less statutory benefits, after sick leave credits are exhausted, up until retirement or return to work, whichever occurs first.

Mileage Allowance: \$25 per month plus 14¢ (13¢) per mile for employees driving on a regular basis, whose job description requires own vehicle.

## ADDENDUM

This addendum consists of 1 settlement ratified in May 1973, 3 settlements ratified in June 1973 and 4 settlements ratified in July 1973.

## FURNITURE AND FIXTURE

Toronto Spring Manufacturers at Toronto - Steelworkers, Local 7291 (AFL-CIO/CLC):

Two 32-month renewal agreements effective from Aug. 7, 1973 to Mar. 31, 1976, covering 270 employees, settled at the mediation stage and ratified in May 1973. (Previous agreement expired Apr. 1, 1973).

Wages:	Effective	<u>Apr. 1/73</u>	<u>Apr. 1/74</u>	<u>Apr. 1/75</u>
Increases	25¢ - 60¢ for non-incentive workers; 10% for incentive workers	15¢ - 25¢ for non-incentive workers; 8% for incentive workers	15¢ - 30¢ for non-incentive workers; 8% for incentive workers	
Additional Adjustments	An additional 10% for Spring Assemblers	An additional 2% for Spring Assemblers	An additional 2% for Spring Assemblers	
Class II (includes General Helper)	\$2.50 (\$2.15)	\$2.75	\$3.05	
Class VIII (Machine Maintenance)	\$4.20 (new)	\$4.45	\$4.75	

Probationary period is 10 calendar weeks (previously 90 continuous days of employment). Probationary employees receive 10¢ less than job rates (new).

Shift Premiums: 0 - 10¢ - 15¢ (new).

Hours of Work: Hours reduced to 44 (45) per week. Effective Apr. 1, 1974, 43 hours. Effective Apr. 1, 1975, 42 hours.

Meal Allowance: \$1.00 (new) for employees who work more than 2 hours' overtime after a regular shift.

Overtime Pay: Time and one-half for overtime hours worked after regular shift and on Saturday (previously time and one-half after 45 hours per week).

Double time (time and one-half) for work on Sunday.

Paid Holidays: Boxing Day, half day before Christmas Day and half day before New Year's Day are added for a total of 9 (7). Effective Apr. 1, 1975, Civic Holiday is added for a total of 10.

Paid Vacations:	3 weeks after 10 (15) years and 4 weeks (new) after 18 years.
Bereavement Leave:	One day's paid leave (new) granted to arrange or attend funeral upon the death of mother-in-law, father-in-law, sister-in-law or brother-in-law.
Leave for Canadian Citizenship:	One day's paid leave (new) for employee with 5 years' seniority who applies for Canadian Citizenship test and receives certificate.
Welfare:	Life Insurance and Weekly Indemnity Plan - Effective Apr. 1, 1974, employer pays \$5 per month per employee for purchase of group plan to provide life insurance and weekly indemnity benefits, details to be decided upon.
	OHIP - Employer pays 75% (50%) of the premiums for OHIP. Effective Apr. 1, 1974, employer pays 100%.

#### MACHINERY

Dover Corporation (Canada) Limited, Turnbull Elevator Division at Toronto - Machinists, Local 1257 (AFL-CIO/CLC): A 29-month renewal agreement effective from Feb. 1, 1973 to June 30, 1975, covering 200 employees, settled at the post-mediation stage and ratified in July 1973. (Previous agreement expired Jan. 31, 1973).

Wages:	Effective	Feb. 1/73	Mar. 1/74	Nov. 1/74
General Increases	21¢ - 34¢ (includes 10¢ cost-of-living guaranteed)		10¢	12¢ - 26¢ (includes 10¢ cost-of-living guaranteed)
Cost-of-Living Fold-In	7¢ cost-of-living was folded into wage rates			
Shop Helper	\$3.57 - \$3.77 (\$3.29 - \$3.49)	\$3.67 - \$3.87	\$3.79 - \$3.99	
Electrician General I	\$4.79 - \$4.99 (\$4.38 - \$4.58)	\$4.89 - \$5.09	\$5.13 - \$5.33	

Maximum rates reached after one automatic 5¢ increment after the probationary period of 50 working days, two automatic 6-month increments of 5¢ each and one 5¢ increment on merit.

Cost-of-Living Allowance: If the Consumer Price Index rises more than 5.0 points above the June base during any year, additional wage increases will be made of 1¢ for each 0.5 point that the Index rises beyond 5.0 points.

Shift Premiums: Effective July 13, 1973, 0 - 17¢ - 20¢ (0 - 14¢ - 17¢).

Lead Hand Premium: Effective July 13, 1973, 25¢ (15¢) per hour.

Paid Holidays: One floating day is added for a total of 10 (9).

Paid Vacations: 3 weeks after 5 (8) years and 4 weeks after 15 (18) years.

Bereavement Leave: Brother and sister included in up to 3 days' paid leave.

Welfare: Major Medical Plan - Deductibles for major medical plan reduced to \$10 (\$25) for single employees and \$20 (\$50) for employees with dependents with 80% of remaining expenses fully paid.

Pension Plan: Effective July 1, 1974, pension plan will be reviewed upon union request.

Safety Shoe Allowance: Employer pays \$8.00 towards the cost of one pair of safety shoes per contract year (previously \$3.00 per pair up to 2 pairs per year).

Contracting Out: Employer may contract work out, but no employee will be laid off, suffer short time, or wage reduction for a period of 12 months after transfer, as a result of work normally performed by the members of the bargaining unit being contracted out by the company (new).

#### ELECTRICAL PRODUCTS

Pirelli Cables Limited at Guelph - Steelworkers, Local 3021 (AFL-CIO/CLC): A 34-month renewal agreement effective from June 18, 1973 to Apr. 15, 1976, covering 225 employees, settled at the post-conciliation bargaining stage and ratified in June 1973. (Previous agreement expired Apr. 15, 1973.)

Wages: Settlement pay of \$90 per employee, pro-rated for the period from Apr. 15 to June 18, 1973.

Effective	<u>June 18/73</u>	<u>Apr. 15/74</u>	<u>Apr. 15/75</u>
General Increases	42¢ - 61¢	25¢	25¢
General Helper	\$3.40 (\$2.98)	\$3.65	\$3.90
Group "J" (includes Electrician "A")	\$4.30 (\$3.69)	\$4.55	\$4.80

Shift Premiums: 0 - 12¢ - 16¢ (0 - 10¢ - 15¢). Effective Apr. 16, 1975, 0 - 12¢ - 17¢.

Paid Holidays: Effective in 1975, one additional floating day is added for a total of 11 (10).

**Paid Vacations:** Effective in 1974, 2 weeks after 10 months (at present 2 years), 3 weeks after 8 (10) years, 4 weeks after 17 (19) years, and 5 weeks (new) after 30 years. Effective in 1975, 3 weeks after 7 years, 4 weeks after 16 years and 5 weeks after 29 years. Effective in 1976, 3 weeks after 6 years and 4 weeks after 15 years.

Effective in 1974, employees with 24 (25) years' service receive vacation bonus of 2% (1%) of their annual earnings.

**Welfare:** Life Insurance - \$5,000 (\$4,000). Effective Apr. 15, 1974, \$6,000. \$1,500 (\$1,000) for employees who retire after signing date.

Accidental Death and Dismemberment - Employer pays 100% (new) of the premiums for A.D. & D. benefits of \$5,000. Effective Apr. 15, 1974, benefits increase to \$6,000.

Weekly Indemnity - \$75 (\$65) per week, payable on a 1 - 8 - 26 basis. Effective Apr. 15, 1974, benefits increase to \$80. Effective Apr. 15, 1975, \$90 per week.

Dental Plan - Effective Aug. 1, 1973, employer pays 100% (new) of the premiums for Blue Cross Dental Plan, No. 7.

Drug Plan - Effective Aug. 1, 1973, non deductible drug plan replaces previous plan with deductibles of \$5 for single employees and \$10 for married employees.

**Pension Plan:** Employer contributes an additional 5¢ per hour into pension fund. Effective Apr. 15, 1975, employer contributes another 5¢ per hour. Improvements in benefits to be determined according to cost.

#### HEALTH AND WELFARE SERVICES

Peel Memorial Hospital at Brampton - Nurses' Association, Peel Memorial Hospital (Ind.): A 21-month renewal agreement effective from July 13, 1973 to Apr. 10, 1975, covering 430 employees, settled at the bargaining stage and ratified in July 1973. (Previous agreement expired Apr. 10, 1973.)

<u>Wages:</u>	<u>Effective</u>	<u>Apr. 11/73</u>	<u>Apr. 15/74</u>
Increases	\$10 per month for Graduate I and II Nurses and \$40 for all other classifications; various amounts for part-time employees		Same increases for full-time employees apply as those shown for Apr. 11, 1973; various amounts for part-time employees
General Duty Registered Nurse (full-time)	\$650 - \$765 (\$610 - \$725)		\$690 - \$805

Apr. 11/73

Apr. 15/74

Teacher	\$745 - \$860 (\$705 - \$820)	\$785 - \$900
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General Duty Registered Nurse (part-time)	\$31.98 per day (\$30.00)	\$33.83
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Probationary period is 60 working days for full-time nurses except for nurses from a two-year School of Nursing whose probationary period is 4 months (new). Maximum rates reached after 5 annual increments.

**Shift Premiums:** 0 - \$1.10 - \$1.10 (0 - \$1.00 - \$1.00) for full-time and part-time employees. Effective Apr. 15, 1974, 0 - \$1.20 - \$1.20.

**Call-Back Pay:** Minimum of 3 hours at regular rate for each call-back (previously 3 hours for first call-back and 2 hours for second and subsequent call-backs).

**Temporary Transfer:** General Duty Nurse temporarily assigned to Head Nurse position where there is no Assistant Head Nurse receives \$2.00 for each tour after 1 (3) shift.

**Pay for Related Experience:** Part-time nurse who applies for full-time position is credited with one increment for 2 years of part-time service, and a second increment after 5 years of part-time service (new). Only service at Peel Memorial Hospital immediately prior to the transfer is applicable for service credits.

**Paid Vacations:** 4 weeks after 4 (5) years. Effective in 1974, 4 weeks after 3 years.

Employees who have taken their 1973 vacation may take the fourth week after Oct. 1, 1973 or receive a week's pay at regular rate.

**Bereavement Leave:** Son and daughter included in 3 days' paid leave to make arrangements for or attend funeral.

**Welfare:** Effective in July 1973, employer pays \$8.80 per month for single employees and \$17.60 for married employees (previously 75% of the billed premium rate) towards OHIP. Effective in April 1974, employer pays \$9.90 for single and \$19.80 for married employees.

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**Peel Memorial Hospital at Brampton - Service Employees, Local 204 (AFL-CIO/CLC):** An 18-month renewal agreement effective from June 20, 1973 to Dec. 31, 1974, covering 320 employees, settled at the post-conciliation bargaining stage and ratified in June 1973. (Previous agreement expired Dec. 31, 1972.)

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 1/73</u>	<u>Sept. 1/73</u>
	Increases	\$25 for all employees except R.N.A.'s who receive \$35 and Electricians, Millwrights, Instrumentmen and Utility Men who receive \$30	\$25 for all employees except R.N.A.'s who receive \$35 and Electricians, Millwrights, Instrumentmen and Utility Men who receive \$30
	Aide	\$390 - \$420 (\$365 - \$395)	\$415 - \$445
	Porter/Cleaner	\$490 - \$520 (\$465 - \$495)	\$515 - \$545
	Registered Nursing Assistant	\$515 - \$545 (\$480 - \$510)	\$550 - \$580
	Orderly	\$545 - \$575 (\$520 - \$550)	\$570 - \$600
	Millwright, Instrumentman	\$810 - \$840 (new)	\$840 - \$870
	<u>Effective</u>	<u>June 1/74</u>	<u>Sept. 1/74</u>
	Increases	\$20 for all employees except R.N.A.'s, Electricians, Millwrights, Instrumentmen and Utility Men who receive \$30	\$10 for R.N.A.'s
	Aide	\$435 - \$465	\$435 - \$465
	Porter/Cleaner	\$535 - \$565	\$535 - \$565
	Registered Nursing Assistant	\$580 - \$610	\$590 - \$620
	Orderly	\$590 - \$620	\$590 - \$620
	Millwright, Instrumentman	\$870 - \$900	\$870 - \$900
	Probationary period is 3 calendar months. Maximum rates reached after two 6-month increments.		
Lead Hand Premium:	\$1.50 per shift (new) for certain employees selected by the Hospital.		
Shift Scheduling:	Employees will not be required to work more than 7 consecutive days in a row (new).		
	Employees receive one week-end off in three (four).		

Overtime Pay: Time and one-half for third (fourth) week-end worked in a row for all employees except R.N.A.'s who receive time and one-half for fourth and successive week-ends worked in a row.

Paid Vacations: Effective Jan. 1, 1974, 4 weeks after 15 (17) years.

Jury Duty Leave: Employer makes up the difference between pay for jury duty or pay for subpoenaed witness and regular pay (new).

Bereavement Leave: One day's paid leave (new) granted upon the death of grandmother or grandfather.

Sick Leave: Credits for new employees accumulate after 3 (6) months' service.

Welfare: Life Insurance - Effective Jan. 1, 1974, employer pays 100% (new) of the premiums for \$2,000 basic insurance and employer pays 50% of any additional optional coverage.

OHIP - Effective July 1, 1973, employer pays 90% (75%) of the premiums for OHIP. Effective Jan. 1, 1974, employer pays 100%.

Uniform Allowance: Employer provides minimum of 3 uniforms per year and will launder them free of charge for all employees in the bargaining unit except R.N.A.'s (new).

#### PERSONAL SERVICES

Skyline Hotels Limited at Ottawa - Hotel Employees, Local 261 (AFL-CIO/CLC):  
 A 36-month renewal agreement effective from May 1, 1973 to Apr. 30, 1976, covering 337 employees, settled at the post-conciliation bargaining stage and ratified in July 1973.  
 (Previous agreement expired Apr. 30, 1973.)

Wages:	Effective	May 1/73	May 1/74	May 1/75
General Increases		8%	8-1/2%	9%
Additional Adjustments	for some classifications	4¢ ~ 19¢ for some classifications	4¢ for some classifications	4¢ for some classifications
Chambermaid	\$2.16 (\$2.00)		\$2.34	\$2.55
Butcher	\$3.39 (\$3.10)		\$3.72	\$4.10
Guaranteed Work Day:	Guarantee of 8 (4) hours' pay for full-time employees with the exception of waiters and waitresses employed in cocktail bars who receive a guarantee of 6 (4) hours' pay per shift.			

**Paid Holidays:** Boxing Day is added for a total of 9 (8). Effective in 1975, Easter Monday is added for a total of 10.

**Paid Vacations:** Effective in 1975, 3 weeks with 6% after 6 (8) years and 4 weeks with 8% (new) after 15 years.

**Sick Leave:** Employer implements new sick leave plan for full-time regular employees with one year's continuous service, providing up to 5 days' sick leave credits, payable after the third day of illness. Effective May 1, 1974, employees may receive 5 days' sick pay at regular rate and effective May 1, 1975, 10 days.

Sick leave credits cannot be accumulated. Credits will not be paid when accident or illness occurs during vacation period, or if covered by legislation. Plan may be discontinued after one year.

**Welfare:** Life Insurance - Benefits increase to \$5,000 (\$2,500) for a family supporter.

OHIP - Effective May 1, 1975, employer pays 100% (at present 50%) of the premiums for OHIP.

#### FEDERAL ADMINISTRATION

The National Research Council of Canada at Ottawa - The Research Council Employees' Association (Ind.) (operational category): Two 30-month renewal agreements effective from Sept. 25, 1972 to Mar. 24, 1975, covering 281 non-supervisory and 35 supervisory employees, settled at the bargaining stage and ratified in June 1973. (Previous agreements expired Sept. 24, 1972.)

Wages:	Effective	<u>Sept. 25/72</u>	<u>Dec. 31/73</u>
Average Increases		Percentages work out to 6.6% per annum on a compound basis.	
Labourer - A Rate	\$6,849 (\$6,115)		\$7,438
B Rate	\$7,192 (\$6,421)		\$7,811
Plumber - Hiring	\$10,529 (\$9,840)		\$11,213
Journeyman	\$11,020 (\$10,299)		\$11,736
Maximum Merit	\$11,512 (\$10,759)		\$12,260

**Acting Pay:** An employee who temporarily performs duties of supervisory position receives acting pay after 10 (15) consecutive working days and on a subsequent occasion in the same fiscal year, after 6 (10) consecutive working days for Craftsmen and Maintenance employees, and after 10 (same) consecutive working days for all other employees.

**Reporting Pay:** Minimum of 4 hours' pay at straight time rate or hours worked at applicable overtime rate, whichever is greater for employee required to work on a designated holiday (and as previously, on a day of rest). Minimum of 4 hours' pay applies only to the first time employee reports for work during a period of 8 hours (new).

Overtime Pay:	Time and one-half after regular shift of $7\frac{1}{2}$ hours for employees on $37\frac{1}{2}$ hour work week (previously straight time for first half hour up to 8 hours and time and one-half thereafter) up to a maximum of 15 hours and double time (previously time and one-half) thereafter.
	Time and one-half after regular shift of 8 hours for employees on 40 hour work week (same) up to a maximum of 16 hours and double time (previously time and one-half) thereafter.
Pay for Work on a Day of Rest:	Time and one-half (same) for each hour worked on employee's first scheduled day of rest to a maximum of his normal daily scheduled hours of work and double time (previously time and one-half) for each hour of overtime worked thereafter, and double time (same) for second day of rest.
Shift Scheduling:	Time and one-half (new) for first shift worked for employees who receive less than 5 days' notice of change of shift.
Travelling Pay:	Employee receives regular pay for normal working day on which he travels but does not work; regular pay for normal working day on which he travels and works for a period not exceeding 8 hours, and pay at applicable overtime rate for additional travel time in excess of 8 hours, with maximum payment for additional travel time not to exceed 8 hours' pay at straight time rate in any day (new).
	Employee receives pay at applicable premium rate for hours travelled on a day of rest or designated paid holiday, up to a maximum of 8 hours' pay at straight time (previously employee received an amount equal to his hourly rate times two, or for travelling more than 6 hours, rate multiplied by one-third of time, based on the fastest available means of transportation).
Compensatory Leave:	Consistent with Operational requirements and subject to advance notice, an employee must make irrevocable election to receive compensatory leave credits in lieu of pay for overtime (new). Compensatory leave credits earned but not granted will be liquidated at the end of each fiscal year.
Bereavement Leave:	Grandchild included in one day's paid leave to attend the funeral.
Marriage Leave:	Up to 5 days' paid leave may be granted to employees with 12 months' continuous service, if sufficient special leave credits are available and provided 5 days' advance notice given (previously for employees who worked at least four months following the marriage leave).
Paid Vacations:	2 $\frac{1}{2}$ days (new) vacation credits per calendar month in which employee received at least ten days' pay, after 30 years' service.
Transportation Allowance on Call-in or Call-back:	13 $\frac{1}{2}$ c (13¢) per mile up to a maximum of \$3.00 each way.

## LOCAL ADMINISTRATION

### Hamilton City Corporation (Fire Department) - Firefighters, Local 288 (AFL-CIO/CLC)

A 24-month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 413 employees, settled at the bargaining state and ratified in July 1973. (Previous agreement expired Dec. 31, 1972).

Wages:	Effective	<u>Jan. 1/73</u>	<u>July 1/73</u>	<u>Jan. 1/74</u>
General Increases		5%	4.5%	5.35%
Additional Adjustments		Percentage increases and rates apply to incumbent employees; differentials for employees hired after June 25, 1973 are as follows: 90% of Firefighter I rate for Firefighter II, 80% for Firefighter III, 75% for Firefighter IV and 70% for Probationary Firefighter (previously varied from 81.3% to 92.5%).		
Firefighter IV, 2nd 6 months	\$9,630.63 (\$9,172.03)		\$10,064.01	\$10,602.43
Firefighter I, 4th year	\$11,445.00 (\$10,900.00)		\$11,960.03	\$12,600.00
Assistant Deputy Chief	\$15,811.46 (\$15,058.53)		\$16,522.98	\$17,406.96

Probationary period is 9 months for employees hired after June 25, 1973 (6 months for incumbent employees).



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CANADA DEPARTMENT OF LABOUR  
OTTAWA



ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
IN ONTARIO REACHED DURING SEPTEMBER 1973



Prepared jointly by the Canada Department of Labour  
and the Ontario Ministry of Labour



## CONTENTS

This report consists of summaries of 27 collectively bargained settlements in Ontario's non-construction industries in September 1973. This report also includes an addendum of 4 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements for bargaining units of 200 to 500 employees.

### Notes on Rates:

Two rates are consistently sought in reporting settlements; they are the after probationary rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. However, in some bargaining units these classifications do not exist and, in such cases, an attempt is made to report increases for a low rate and a high rate. For example, in an office bargaining unit, rates that might be reported could be a clerk's rate and a senior data control analyst's rate. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled occupation and for a skilled occupation in the bargaining unit.

Provisions in brackets refer to the previous agreement.

October 26, 1973



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## FOOD AND BEVERAGE

York Farms (Division of Canada Packers Limited) at Brantford - Food Workers, Local P469 (AFL-CIO/CLC): A 24-month renewal agreement effective from Dec.

11, 1973 to Dec. 11, 1975, covering 210 employees, settled at the bargaining stage. (Previous agreement was to expire Dec. 11, 1973.)

<u>Wages:</u>	<u>Effective</u>	<u>Dec. 11/73</u>	<u>Jan. 1/74</u>	<u>Dec. 11/74</u>
General Increases	30¢-32¢ for production wage categories; 32¢-42¢ for mechanical wage categories; 41¢-43¢ for engineering wage categories	10¢-11¢ for engineering wage categories		25¢ for production categories 1 to 6; 27¢ for all other categories
Production, Category One (includes General Labour-Light)	\$2.87 (\$2.57)	\$2.87		\$3.12
Production, Category Four (includes General Labour-Heavy)	\$3.09 (\$2.79)	\$3.09		\$3.34
Mechanical, Category Four (includes Electrician "A")	\$4.33 (\$3.91)	\$4.33		\$4.60

Weekend Premium: \$1.00 (75¢) per hour. Effective Dec. 11, 1974, \$1.10 per hour.

Hours of Work: 41 (42) hours per week for powerhouse engineers while working on shifts as engineers. Effective Jan. 1, 1974, 40 hours per week.

Weekly limit of 41 (42) hours may be exceeded without payment of overtime if scheduled hours for other weeks are correspondingly less. Effective Jan. 1, 1974, weekly limit is 40 hours.

Overtime Pay: Time and one-half for employees other than powerhouse engineers working on shifts as engineers after 8 (9) hours per day and 40 (45) hours per week during formerly designated Pack Period.

Double time (time and one-half) for employees working on Sunday during formerly designated Pack Period, except when regularly scheduled for Sunday work.

Paid Holidays: Double time (time and one-half) plus holiday pay for work on paid holiday. Requirement that employees report for work when so instructed during formerly designated Pack Period in order to qualify for holiday pay is waived (new).

Qualifying employees receive holiday pay for all holidays falling on Saturday (previously not granted during designated Pack Period).

Paid Vacations: Vacation week consists of 40 (42) hours paid at the regular hourly rate.

Health and Welfare: Weekly Indemnity Plan - Benefits increase to \$70 (\$63) for production categories 4 to 8, mechanical and engineering employees and \$60 (\$52.50) for employees in production categories 1 to 3 during first 4 weeks, and to \$75 (\$68) for production categories 4 to 8, mechanical and engineering employees and \$65 (\$57.50) for employees in production categories 1 to 3 for fifth and subsequent weeks, up to specified number of weeks depending upon service. Effective Dec. 11, 1974, benefits increase to \$75 and \$65 respectively and to \$80 and \$70 respectively for remaining weeks.

Three-day waiting period is waived for employee hospitalized during waiting period due to illness or accident (new).

Clothing Allowance: Employer pays 50% (new) of cost of 2 pair of rubber boots per year for non-seasonal employees designated "Gravy Maker", Category 8.

## RUBBER

Viceroy Manufacturing Company Limited at Toronto - Rubber Workers, Local 126 (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 24, 1973 to Apr. 23, 1975, covering 250 employees, settled at the conciliation officer stage. (Previous agreement expired Apr. 23, 1973.)

Wages:	Effective	<u>Apr. 24/73</u>	<u>Apr. 24/74</u>
General Increases		24¢	20¢
Additional Adjustments	5¢ - 35¢ for some classifications		3¢ - 11¢ for some classifications
Job Level 2 (includes Mold Cleaner-Maintenance)	\$3.48 (\$3.14)		\$3.73
Job Grade 8 (includes First Class Electrician)	\$4.74 (\$4.15)		\$5.05

Shift Premiums: Effective Sept. 24, 1973, 0 - 12¢ - 14¢ (0 - 11¢ - 13¢).  
 Effective Apr. 24, 1974, 0 - 14¢ - 14¢.

Paid Vacations: Effective Sept. 24, 1973, 3 weeks after 7 (8) years and 6 weeks (new) after 35 years.

Minimum vacation pay of \$75 per week for all employees (previously \$50 for female employees and \$60 for male employees).

Welfare: Weekly Indemnity Plan - Effective Oct. 1, 1973, benefits increase to \$75 per week (previously \$50 for female employees and \$65 for male employees), payable from the first day accident and fourth day illness, with U.I.C. carve out after first 2 weeks, and private plan to pay balance of 26 week benefit after U.I.C. plan utilized.

Drug Plan - Effective Sept. 24, 1973, deductible for drug plan reduced to 35¢ per prescription (previously deductibles of \$10 for single and \$20 for married employees).

Pension Plan: Effective Sept. 24, 1973, benefits increase to \$5.75 per month per year of future service (\$5.00 for service after Jan. 1, 1968 and \$2.00 for service prior to this date).

Total disability pension granted at age 55 with 20 years' service (new).

#### PAPER AND ALLIED

Abitibi Forest Products Ltd., Abitibi Provincial Paper Division at Thorold - Local 290, United Paperworkers International Union (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1973 to April 30, 1975, covering 710 employees, settled at the post conciliation bargaining stage.

Wages:	Effective	May 1/73	Sept. 1/73	May 1/74	Sept. 1/74
	General Increases	8½% (36¢ min.)	-	8½%	-
<u>Adjustments</u>					
	Tradesmen				
	A, B, C &				
	Head Oiler	5¢	5¢	5¢	5¢
	Labourer	\$3.86 (\$3.50)	-	\$4.19	-
	Class A	\$5.07	\$5.12	\$5.61	\$5.66
	Electrician	(\$4.63)			

#### Other Mechanical

Adjustments: Effective May 1, 1973 and again on May 1, 1974, 5¢ per hour for Assistant Foreman Pulpers, Beater Engineer and Machine Tenders.

Shift Premiums: Effective Sept. 30, 1973, 0-15¢-22¢ (0-12¢-19¢).

Work on Paid Holidays: Double time (time and one-half).

Sunday Work: Time and one-half rate for first 8 hours, double time thereafter (formerly time and one-half for all hours worked).

Paid Holidays: Effective May 1, 1974, 1 additional floating holiday for a total of 4 floating holidays.

Paid Vacation: Effective May 1, 1973, 3 weeks after 5 (8) years' service. Effective May 1, 1974, 6 weeks (new) after 27 years.

Effective Jan. 1, 1974, 4 hours' additional pay per week taken between the second week in January and the third week in March and between the first week in November and the second week in December.

Health and Welfare: Weekly Indemnity - 70% of wages to a maximum of \$140 (\$120).

Long Term Disability - Effective Jan. 1, 1974, maximum monthly benefit is increased to \$800 (\$500).

Pension Plan: Amended to provide:

- For each plan member employed at May 2, 1973 a 15% increase in the amount of pension accrued to him at Dec. 31, 1972.
- For each plan member employed at May 2, 1974 an additional 10% making a total increase of 25% in the amount of pension accrued to him at Dec. 31, 1972.
- The 10% increase effective May 2, 1974 will also be paid to employees retiring during the period May 2, 1973 up to May 2, 1974.

Severance Pay: A permanent employee with at least 1 year's continuous service who is laid off due to job elimination by management decision for such causes as more efficient operation, change or elimination of a process, lack of orders, will be entitled to severance pay of 1½% of his total earnings for his last full period of service. One-half is payable after a period of 6 weeks on lay-off and the second half after lay-off of 3 months (new).

Abitibi Paper Company Ltd. (Iroquois Falls Division; Sault Ste. Marie Division; Fort William Division; Manitoba Paper Division; Beaupre Division; Smooth Rock Falls Division) and Abitibi Forest Products Ltd. (Thunder Bay Division; Sturgeon Falls Division; Abitibi Provincial Paper Division-Thunder Bay) in Québec, Ontario and Manitoba - United Paperworkers International Union; International Association of Machinists and Aerospace Workers; International Brotherhood of Electrical Workers; International Union of Operating Engineers (AFL-CIO/CLC):

24-month renewal agreements effective from May 1, 1973 to April 30, 1975, covering a total of 4,150 employees, settled after a work stoppage. (Previous agreements expired April 30, 1973).

<u>Wages:</u>	<u>Effective</u>	<u>May 1/73</u>	<u>May 1/74</u>	<u>Nov. 1/74</u>
General Increases		$8\frac{1}{2}\%$ (36¢ min.)	$8\frac{1}{2}\%$	
Sault Ste. Marie Locals		$8\frac{1}{2}\%$ (36¢ min.)	$4\frac{1}{2}\%$ of 30/4/74 rates	$4\frac{1}{2}\%$ of 30/4/74 rates
Labourer		\$4.06 (\$3.70)	\$4.41	
Pipefitter		\$5.52 (\$5.09)	\$5.99	

Shift Premiums: Effective Sept. 25, 1973, 0-15¢-20¢ (0-10¢-17¢).

Work on Paid Holiday: Time and one-half for the first 8 hours, double time thereafter (was time and one-half rate for all hours worked) plus a day off with pay at a later date (new).

Paid Holidays: Effective Sept. 25, 1973, 1 additional floating holiday for a total of 6 floating holidays.

Other Changes: Similar to Abitibi Forest Products Ltd. at Thorold, Ontario, reported on page 3.

American Can of Canada Ltd., at Marathon - Local 548, United Paperworkers International Union (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1973 to April 30, 1975, covering 500 employees, settled at the conciliation officer stage.

<u>Wages:</u>	<u>Effective</u>	<u>May 1/73</u>	<u>May 1/74</u>
General Increases		$8\frac{1}{2}\%$ (36¢ min.)	$8\frac{1}{2}\%$
Labourer		\$4.21 (\$3.85)	\$4.57
Electrician "A"		\$6.00 (\$5.53)	\$6.51

Shift Premiums: Effective Sept. 20, 1973, 0-15¢-20¢ (0-10¢-17¢).

Work on Sundays or Paid Holidays: Effective Sept. 20, 1973, double time (time and one-half) for work in excess of 8 hours.

Call-Back Pay: Effective Sept. 20, 1973, a minimum of 6 hours will be paid on Sunday call-ins.

Paid Holidays: Two floating holidays added, the first effective Sept. 20, 1973 and the second effective May 1, 1974, for a total of 7 floating holidays.

Paid Vacations: Effective May 1, 1974, 3 weeks after 5 (8) years' service, 6 weeks (new) after 27 years.

Health and Welfare: Effective Jan. 1, 1974,

Life Insurance - \$8,000 (\$6,000), employer paid.

Supplementary Life Insurance - \$8,000 (\$6,000), employee paid.

Retiree Life Insurance - Increased to \$2,500.

Weekly Indemnity - \$130 weekly maximum eliminated.

Long Term Disability - 55% (50%) of basic monthly earnings.

Pension Plan: Effective Jan. 1, 1974,

Average Monthly Earnings	Monthly Pension Credit	Members Monthly Contribution
On first \$300 of monthly earnings	1½%	2½%
On earnings in excess of \$300	2½%	4%

- Full vesting after 5 years' service.

- Pensioners who retired prior to 1971 will have their monthly benefit increased by \$15.

Technological Change: An employee, permanently set back to a lower paid job because of technological change or automation, will maintain his previous job rate for 3 months, receive midway adjustment between his former job rate and new job rate for the next 3 months and his new job rate after 6 months.

Safety Shoe Allowance: \$3.00 per year.

Domtar Fine Papers Ltd. at Cornwall - Locals 212 and 338, United Paperworkers International Union (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1973 to April 30, 1975, covering 1,210 employees, settled at the post conciliation bargaining stage.

Wages:	Effective	May 1/73	Sept. 1/73	May 1/74	Sept. 1/74
General Increases		8½% (36¢ min.)	-	8½%	-
Trades Classifications		5¢	5¢	5¢	5¢

	<u>May 1/73</u>	<u>Sept. 1/73</u>	<u>May 1/74</u>	<u>Sept. 1/74</u>
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Labourer	\$3.97 (\$3.61)	-	\$4.31	-
Electrician A	\$5.15 (\$4.70)	\$5.20	\$5.69	\$5.74

Shift Premium: Effective Sept. 23, 1973, 0-15¢-22¢ (0-12¢-19¢).

Sunday Work: Double time (time and one-half) after 8 hours worked.

Work on Paid Holiday: Double time (time and one-half) for all hours worked.

Paid Holidays: Effective May 1, 1974, 1 additional for a total of 11.

Paid Vacation: Effective May 1, 1973, 3 weeks after 5 (8) years' service; May 1, 1974, 6 weeks (new) after 27 years; Jan. 1, 1974, four hours' additional pay for each week taken from Jan. 1st to April 30th.

Health and Welfare: Major Medical - \$10,000 maximum benefit with \$25.00 deductible per year.

Weekly Indemnity - 70% (66-2/3%) of basic weekly earnings to a maximum benefit of \$140 (\$120).

Long Term Disability - Maximum benefit \$800 (\$500) per month.

Pension Plan: Effective May 1, 1973, the accrued dollar value of all past service up to December 31, 1973 for active employees will be increased by 25%. Effective Jan. 1, 1974, an employee may elect early retirement between ages 62 and 65, after 15 years' continuous service, without actuarial reduction.

Domtar Fine Papers Ltd. (St. Catharines Mill) - Paperworkers, Local 77 (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1973 to Apr. 30, 1975, covering 241 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Apr. 30, 1973.)

Wages:	<u>Effective</u>	<u>May 1/73</u>	<u>Sept. 1/73</u>	<u>Oct. 1/73</u>
General Increases	8½% with a minimum of 36¢			
Additional Adjustments	5¢ for skilled tradesmen applied prior to general increase	5¢ for skilled tradesmen and certain production employees	4¢ granted under previous contract	
Labourer	\$3.97 (\$3.61)	\$3.97		\$4.01

	<u>May 1/73</u>	<u>Sept. 1/73</u>	<u>Oct. 1/73</u>
Electrician Class "A"	\$5.11 (\$4.66)	\$5.16	\$5.20
Effective		<u>May 1/74</u>	<u>Sept. 1/74</u>
General Increases		8½%	
Additional Adjustments		5¢ for skilled tradesmen to be applied prior to general increase	5¢ for skilled tradesmen and certain production employees
Labourer		\$4.35	\$4.35
Electrician Class "A"		\$5.70	\$5.75
Shift Premiums:	Effective Sept. 23, 1973, 0 - 15¢ - 22¢ (0 - 12¢ - 19¢).		
Pay for Sunday Work:	Double time (time and one-half) after 8 hours.		
Paid Holidays:	Double time (time and one-half) plus paid day off.		
	Effective Sept. 23, 1973, employee must complete 90 (30) working days of continuous service to qualify for pay in lieu of 3 (2) floating holidays out of 6 (5).		
Paid Vacation:	3 weeks after 5 (8) years. Effective May 1, 1974, 6 weeks (new) after 27 years.		
	Effective Jan. 1, 1974, employee receives additional 4 hours' pay at his regular rate for each week of vacation taken between Jan. 1 and Apr. 30 (new).		
Welfare:	<u>Retiree Life Insurance</u> - Life insurance of \$2,500 covers employees upon any early retirement (new) or normal retirement with no cost to retiring employee.		
	<u>Weekly Indemnity Plan</u> - Effective Oct. 1, 1973, benefits increase to 70% (66-2/3%) of basic weekly earnings up to maximum of \$140 (\$120), payable on a 1-1-4-52 basis.		
	<u>Long Term Disability Plan</u> - Effective Oct. 1, 1973, benefits of 50% of earnings may increase up to maximum of \$800 (\$500) per month. Benefits payable upon termination of weekly indemnity benefits for maximum period equal to months of service, or until early unreduced retirement at age 62 (previously normal retirement at 65) or upon death, whichever occurs first.		
	<u>Major Medical Plan</u> - Effective Oct. 1, 1973, deductible reduced to flat amount of \$25 (previously deductibles of \$25 per individual and \$50 per family).		

Pension Plan: Employee at age 21 (25) may join after one continuous year's service.

Effective May 1, 1973, accrued value of all past service up to Dec. 31, 1972 for active employees increases by 25% (e.g. amount of \$50 = \$62.50).

Effective Jan. 1, 1974, employee may retire between the ages of 62 and 65 with no actuarial reduction in pension provided he has 15 (20) years of continuous service.

Service restriction is waived for employees in receipt of long term disability benefits (new).

Effective Jan. 1, 1974 to Dec. 31, 1975, employee with 20 years of service and electing to retire between the ages of 62 and 65, receives bridging supplement of \$7 (\$6) per month for each completed year of service to maximum of 30 years.

E. B. Eddy Company at Hull, Qué. and Ottawa, Ont. - Locals 33, 34, 50 and 73, United Paperworkers International Union (AFL-CIO/CLC) and Local 412, International Association Of Machinists and Aerospace Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1973 to April 30, 1975, covering 1,700 employees, settled after a work stoppage.

Wages:	Effective	<u>May 1/73</u>	<u>Sept. 1/73</u>	<u>May 1/74</u>	<u>Sept. 1/74</u>
	General Increases	8½% (36¢ min.)		8½%	
	Trades Adjustments	5¢	5¢	5¢	5¢
	Labourer (Sulphite)	\$4.01 (\$3.65)		\$4.35	
	Electrician "A"	\$5.07 (\$4.63)	\$5.12	\$5.61	\$5.66

Paid Holidays: Effective May 1, 1974, regular employees who have completed 30 days of continuous service will be paid 8 hours' pay for the Sunday preceding Labour Day (which is a non-operating day) for a total of 12 paid holidays.

Other Changes: Other terms of settlement are similar to those reported for Abitibi Forest Products Ltd., Thorold, Ontario, reported on page 3.

Great Lakes Paper Co. Ltd. at Thunder Bay - Local 39, United Paperworkers International Union (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1973 to April 30, 1975, covering 1,100 employees, settled at the post conciliation bargaining stage.

<u>Wages:</u>	<u>Effective</u>	<u>May 1/73</u>	<u>May 1/74</u>
General Increases		8½% (min. 36¢)	8½%
Labourer		\$4.06 (\$3.70)	\$4.41
Tradesman Class "A"	\$5.71 (\$5.26)		\$6.20
Hours of Work:	Employees presently on a 42 hour work week have the opportunity of going on a 40 hour work week.		
Shift Premiums:	Effective Sept. 10, 1973, 0-15¢-20¢ (0-10¢-17¢).		
Work on Sundays and Paid Holidays:	Double time (time and one-half) after 8 hours.		
Paid Vacations:	Effective Jan. 1, 1974, 3 weeks after 5 (8) years' service; 6 weeks (new) after 27 years. Four hours additional pay for each week taken between Jan. 1st and April 1st inclusive.		
Health and Welfare:	Effective May 1, 1973, the employer contributes \$14.40 (\$10.36) per month towards premiums for single employees.		
	<u>Long Term Disability</u> - Effective Jan. 1, 1974, monthly benefit will be 55% (50%) of monthly straight time earnings.		
Meal Allowances:	Effective Sept. 10, 1973, \$2.75 (\$2.25) for meals provided by an outside caterer.		
Other Changes:	Other terms and conditions are similar to those reported for Abitibi Forest Products Ltd. at Thorold,		

Spruce Falls Power and Paper Company Ltd. and Kimberly-Clark of Canada Ltd. at Kapuskasing - Locals 89 and 256, United Paperworkers International Union and Local 1149, International Brotherhood of Electrical Workers (AFL-CIO/CLC): 24-month renewal agreements effective from May 1, 1973 to April 30, 1975, covering 1,350 employees, settled at the post conciliation bargaining stage.

<u>Wages:</u>	<u>Effective</u>	<u>May 1/73</u>	<u>May 1/74</u>
General Increases		8½% (36¢ min.)	8½%
Labourer		\$4.21 (\$3.85)	\$4.57
Electrician		\$5.70 (\$5.25)	\$6.18

- Shift Premiums: Effective Sept. 27, 1973, 0-15¢-20¢ (0-11¢-20¢).
- Work on Paid Holiday: Effective Sept. 23, 1973, double time (time and one-half) for work after 8 hours.
- Call-back Pay: On a Sunday or a statutory holiday, a minimum of 6 hours' pay or time and one-half for hours worked, whichever is greater.
- Paid Holidays: Effective Jan. 1, 1974, 1 additional for a total of 6 floating holidays.
- Paid Vacation: Effective Jan. 1, 1974, 3 weeks after 5 (8) years' service; 6 weeks (new) after 27 years. Four additional hours' pay per week of vacation taken from Jan. 1st to April 30th.
- Health and Welfare: Effective Sept. 23, 1973, the Company will increase its contributions to \$13.43 (\$11.40) per month for single employees and \$28.01 (\$25.75) for married employees.
- Effective May 1, 1974, the employer will pay 100% of premiums.
- Weekly Indemnity - Effective Jan. 1, 1974 maximum benefit is increased to 70% (66 2/3%) of basic weekly earnings on a 1-4-52 basis. Employers pay 100% of premiums.
- Long Term Disability - Effective Jan. 1, 1974, 1 week of benefits per week of service to maximum of \$800 (\$500) per month. Employers pay 100% of premiums.
- Pension Plan: Effective May 1, 1973, benefit formula increased to 1%, including all years of past service.
- Severance Pay: 1½% (1%) of total earnings for last full period of continuous employment.

Somerville Industries Limited at London - Chemical Workers, Local 817  
(AFL-CIO/CLC): A 20-month renewal agreement effective from Sept. 23, 1973 to May 14, 1975, covering 210 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired May 14, 1973).

Wages: Retroactive pay is 9% of earnings for the period from May 15 to Sept. 23, 1973.

Effective	<u>Sept. 24/73</u>	<u>Nov. 11/73</u>
General Increases	9%	7¢
General Labour I	\$3.25 - \$3.41 (\$2.98 - \$3.13)	\$3.32 - \$3.48
Electrician I	\$4.82 - \$4.94 (\$4.42 - \$4.53)	\$4.89 - \$5.01

<u>Effective</u>	<u>May 15/74</u>	<u>Nov. 11/74</u>
General Increases	8%	7¢
General Labour I	\$3.59 - \$3.76	\$3.66 - \$3.83
Electrician I	\$5.28 - \$5.41	\$5.35 - \$5.48

Probationary period is 45 working days. Maximum rate for General Labour I reached after 60 working days, and for Electrician I after 30 working days.

- Weekend Premium: Powerhouse employees on regular Sunday shifts receive time and one-half (new).
- Overtime Pay: Shift premiums included in base for calculations of overtime pay (previously overtime pay was calculated on basic hourly rate).
- Paid Holidays: Full (previously half) days before Christmas Day and New Year's Day make a total of 11 (10).
- Paid Vacations: 4 weeks after 17 (18) years and 5 weeks after 23 (25) years. Effective in 1974, 2 weeks after 1 (2) year.
- Welfare: Life Insurance and A. D. & D. - \$7,000 for all employees (previously \$2,000 for female employees and benefits ranging from \$5,500 to \$6,000 for male employees). Benefits of \$1,000 (\$500) for retirees.
- Weekly Indemnity Plan - Benefits increase to 66-2/3% of earnings up to a maximum of \$100 per week, (previous benefits ranged from \$50 to \$90, scaled according to earnings), payable on a 1-4-26 basis. Effective May 1, 1974, maximum increases to \$107.
- Coverage for maternity leave eliminated.

Long Term Disability Plan - Effective May 1, 1974, employer pays 50% (new) of the premiums for long term disability plan, which will provide benefits of 66-2/3% of earnings up to a maximum of \$1,000 per month, after expiration of weekly indemnity benefits, until retirement or return to work, whichever occurs first.

#### METAL FABRICATING

Winchester-Western (Canada) Limited at Cobourg - Machinists, Local 788 (AFL-CIO/CLC): A 24-month renewal agreement effective from Sept. 30, 1973 to Sept. 29, 1975, covering 265 employees, settled at the bargaining stage. (Previous agreement expired Sept. 29, 1973.)

Wages:	Effective Oct. 1, 1973, employees with 6 months' service or more receive \$30, and employees with less than 6 months' service receive pro-rated amounts, based on \$5 per month of service.		
	Effective Jan. 1, Apr. 1, July 1 and Oct. 1, 1974, employees receive \$30 and employees with less than 3 months receive pro-rated amounts, based on \$10 per month of service.		
	Effective Jan. 1, Apr. 1 and July 1, 1975, same amount of \$30 will be applied as on 1974 dates shown above.		
Effective	<u>Sept. 30/73</u>	<u>Sept. 30/74</u>	
Increases	24¢ - 41¢	23¢ - 41¢	
Additional Adjustments	14¢ for some jobs, due to reclassifications		
Labour Grade 1 (includes General Labour)	\$3.20 (\$2.96)		\$3.43
Labour Grade 8 (includes Maintenance Electrician)	\$4.92 (\$4.51)		\$5.33
Wage Progression:	60 (90) working days for Labour Grade 5 and 75 (90) working days for Labour Grade 6 and 7 except for Set Up Man "A" Ammo.		
Shift Premiums:	0 - 17¢ - 20¢ (0 - 14¢ - 17¢). Shift premium is paid in addition to overtime pay for employees working afternoon or evening shifts, provided overtime hours worked fall within hours premiums are paid.		
Paid Vacations:	Effective July 1, 1974, 3 weeks after 7 (9) years and 4 weeks after 17 (18) years.		
	Bonus of an additional 2 weeks' vacation or pay in lieu for employees on completion of 30, 35, 40 or 45 years of service.		
Welfare:	<u>Major Medical Plan</u> (includes drugs, semi-private hospitalization and life insurance) - Improved plan with deductible of \$10 per calendar year pays up to \$4 per day for hospital expenses in excess of semi-private coverage, includes \$1,000 life insurance, and covers such items as prescribed drugs, ambulance service, private duty nursing, physiotherapists, wheelchair rentals, etc.		
Seniority:	Employee loses seniority if absent for 4 (5) consecutive working days without reporting to the Company and without reasonable explanation.		
	Employer may lay off employee up to 5 working days in each contract year without regard to seniority provisions, plus an additional 5 working days (new), where the cause of the layoff is due to circumstance beyond employer's control. No individual may be laid off more than twice in one year under this section.		

Employee transferred due to lack of work has right to return to his job classification in reverse order of his reduction from such job classification (new).

Employee who may be transferred due to lack of work has the right to choose to be laid off or exercise his seniority to displace (new).

#### MACHINERY

Clark Equipment of Canada, Ltd. at St. Thomas - Machinists, Local 2183 (AFL-CIO/CLC): A 36-month renewal agreement effective from May 26, 1973 to May 25, 1976, with a wage re-opener in the third year, covering 400 employees, settled with mediation assistance during a work stoppage. (Previous agreement expired May 25, 1973.)

Wages:	Effective	May 26/73	May 26/73	May 25/75
General Increases		34¢	15¢	To be negotiated
Cost-of-Living Fold-In	28¢ cost-of-living was folded into rates			
Additional Adjustments	2¢ - 12¢ due to inequity adjustments, some jobs reclassified	1¢ - 6¢ due to inequity adjustments	1¢ - 6¢ due to inequity adjustments	
General Labour	\$3.43 - \$3.62 (\$2.94 - \$3.13)	\$3.58 - \$3.77		-
Maintenance Repairman	\$4.24 - \$4.43 (\$3.52 - \$3.71)	\$4.44 - \$4.63		-
Probationary period is 60 days worked. Maximum rates reached after two 3-month increments of 10¢ and 9¢.				
Cost-of-Living Allowance:	Effective June 1, 1974, cost-of-living is prepaid in the amount of 5¢ and remains effective until the total of subsequent quarterly adjustments exceed such 5¢ prepayment. Cost-of-living to be uncapped, and adjusted quarterly based on 1¢ per 0.6 change in the Consumer Price Index (1949=100).			
Shift Premiums:	0 - 12¢ - 15¢ (0 - 10¢ - 12¢).			
Paid Holidays:	Effective May 26, 1975, employee's birthday is added for a total of 12 (at present 11).			

Paid Vacations: Effective May 26, 1974, 3 weeks after 6 (7) years, 4 weeks after 15 (18) years and 5 weeks (new) after 20 years.

Welfare: Life Insurance and A.D.& D. - Benefits increase to \$7,000 (\$6,000).

Weekly Indemnity Plan - Effective May 26, 1974, benefits increase to \$80 (at present \$75) per week, payable on a 1-8-52 basis. Effective May 26, 1975, benefits increase to \$85.

Pension Plan: Effective May 26, 1975, basic benefits increase to \$5 (\$3.50) per month per year of credited service.

Automatic joint survivor option is added.

#### TRANSPORTATION EQUIPMENT

Chrysler Canada Ltd. at Windsor, Ajax and Etobicoke - Locals 444, 1090 and 1459, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC)  
(hourly rated production employees): A 36-month renewal agreement effective from Sept. 24, 1973 to Sept. 14, 1976, covering 11,250 employees, settled after a work stoppage. (Previous agreement expired Sept. 14, 1973.)

Wages:	Effective	Sept. 24/73	Sept. 23/74	Sept. 22/75
	General Increases	3% + 12¢	3%	3%
	COLA Fold-in	25¢		
	Adjustment to provide parity with U.S. rates	10¢		
	Sweeper	\$4.82 (\$4.22)	\$4.96	\$5.11
	Assembler	\$5.08 (\$4.48)	\$5.23	\$5.39
	Tool & Die Maker	\$6.62 (\$5.97)	\$6.82	\$7.02

Wage Inequity Adjustments: Wage inequity adjustments up to 1¢ per hour will be available for agreed upon hourly wage inequities. Any agreed upon wage inequity will become effective Sept. 23, 1974. In addition, an immediate 50¢ per hour adjustment was given to Truck Drivers, Contact Men and Dispatchers.

Cost of Living Allowance: 25¢ of the current cost of living allowance of 30¢ was added to base rates leaving a 5¢ per hour "float" which will be accumulated and paid quarterly.

The cost of living allowance will be subject to quarterly adjustment commencing Dec. 3, 1973 through June 7, 1976. The adjustments will be made on the basis of a combined United States and Canadian Index with 1¢ adjustment for each 0.3 point change in the combined index, 1967=100. (Previous formula was 1¢ per hour for each 0.4 increase in the September 1971 Canadian Consumer Price Index - 1961=100).

Overtime: Overtime is voluntary after 8 hours worked per day and 48 hours per week (new).

Paid Holidays: Additional non-recurring holidays will provide a Christmas holiday period in each year: In the first year Dec. 24 through Jan. 1; in the second Dec. 23 through Jan. 1; in the third Dec. 24 through Jan. 2. Six other paid holidays per year (no change).

The day after Thanksgiving may be substituted for Remembrance Day in the second and third years of the agreement.

Health and Welfare: Coverage during Plant Shutdown -

Effective Mar. 1, 1974, plant vacation shutdown time will be counted as time worked solely for the purpose of continued group insurance and hospital-surgical-medical-drug coverages for an employee while on leave of absence for vacation.

Dental Plan - Effective Oct. 1, 1974, the employer will provide a dental plan for covered dental expenses for the employee, the employee's spouse and eligible children. The cost to the Corporation of the plan is not to exceed 10¢ per hour.

Life Insurance - Effective Oct. 1, 1975, coverage is increased to \$8,500 - \$15,500 (\$7,500 - \$14,500).

The minimum amount of continuing life insurance after age 65 will be increased to \$2,000 (\$1,500) and all years of service up to age 68 will be used in computing continuing life insurance.

The 20-year maximum in computing continuing life insurance at age 65 will be eliminated.

Weekly Indemnity - Effective Oct. 1, 1975, benefits will be increased to \$105 - \$175 (\$85 - \$155).

Prescription Eyeglasses and Semi-private Coverage - Effective Oct. 1, 1975, the employer will provide a maximum of 2¢ per hour to cover the purchase of prescription eyeglasses and to provide for the payment of co-insurance charges in a semi-private room while in a nursing home approved under the Ontario Hospital Insurance Plan.

Pension Plan: The new 6-year Plan provides the following improvements:

**1. Basic Benefits**

	<u>Retirement Date</u>	10/1/74	10/1/76	10/1/78
A. On or after - 3/1/74 but prior to 10/1/74		10/1/76 10/1/78		
Class A \$8.75 (\$7.25)	\$9.25	\$9.75	\$10.75	
Class B \$9.00 (\$7.50)	\$9.50	\$10.00	\$11.00	
Class C \$9.25 (\$7.75)	\$9.75	\$10.25	\$11.25	
Class D (new)	\$10.00	\$10.50	\$11.50	

Employees retiring on or after Mar. 1, 1974 will have their basic monthly pension benefit increased for each year of credited service as follows:

<u>Retirement Date</u>	<u>10/1/75</u>	<u>10/1/76</u>	<u>10/1/77</u>	<u>10/1/78</u>
On or after 3/1/74, but prior to 10/1/74	50¢	25¢	25¢	50¢
On or after 10/1/74, but prior to 10/1/76	-	25¢	25¢	50¢
On or after 10/1/76	-	-	-	75¢

B. Present retirees and eligible surviving spouses (including those who retire on or after Sept. 15, 1973 and before Mar. 1, 1974) will have their monthly basic pension benefit increased for each year of credited service (with appropriate reduction in the case of early retirements and cases in which the Surviving Spouse Option was elected) as follows:

<u>10/1/73</u>	<u>10/1/74</u>	<u>10/1/75</u>	<u>10/1/76</u>	<u>10/1/77</u>	<u>10/1/78</u>
75¢	+ 25¢	35¢	50¢	25¢	60¢

Such retirees will also have their monthly supplementary pension rates (before age 65 only) increased by \$1 (maximum increase of \$25 per month) effective Oct. 1, 1973.

**2. For Employees Retiring With 30 or More Years of Credited Service**

A. For retirements on or after Mar. 1, 1974 at age 55 with 30 or more years of credited service the total monthly benefit (composed of the basic benefit, supplementary benefit and special allowance) will be established at \$550 per month to age 65. For retirements on or after Oct. 1, 1974, the total monthly benefit payable before age 65 will be as follows:

<u>Date of Retirement</u>	<u>Total Monthly Benefit to Age 65</u>
Oct. 1, 1974 through Sept. 30, 1976	\$625
Oct. 1, 1976 through Sept. 30, 1978	\$650
Oct. 1, 1978 and after	\$700

B. Basic Pension Benefit. Previously, the basic pension of a retiree who retired on or after Sept. 30, 1971 with 30 or more years of credited service was reduced at age 65 by 4% for each year that retirement preceded age 63. For retirements on or after Mar. 1, 1974, the 4% reduction will no longer be applied at age 65. The basic pension payable at age 65 will no longer be subject to any reduction.

#### 3. Increase in Pre 65 Supplementary Pension

- A. For employees who retire with less than 30 years, on or after Mar. 1, 1974, the supplementary pension will be increased to \$9 (\$7.50) a month for each year of credited service. Maximum supplementary pension will be \$225 (\$187.50) per month for an employee who has 25 or more years of credited service.
- B. Effective with retirements on or after Oct. 1, 1976 through Sept. 30, 1978 the monthly amount for each year of credited service will be increased to \$10 with a maximum amount of supplementary pension of \$250. For retirements on or after Oct. 1, 1978 the monthly amount for each year of credited service will be increased to \$11 with a maximum amount of supplementary pension of \$275.

#### 4. Increase in Post 65 Supplementary Pension

- A. For employees who retire with less than 30 years, on or after Mar. 1, 1974, the supplementary pension will increase to \$5 (\$4.30) with a further increase to \$8 on Oct. 1, 1974. Maximum supplementary pension will be \$200 (\$107.50) per month for an employee with 25 years of credited service.
- B. Effective with retirements on or after Oct. 1, 1976 through Sept. 30, 1978 the monthly amount for each year of credited service will be increased to \$8.30 with a maximum amount of supplementary pension of \$207.50. For retirements on or after Oct. 1, 1978 the monthly amount for each year of credited service will be increased to \$9.60 with a maximum amount of supplementary pension of \$240.
- C. The amounts set out in both A and B above are reduced by Canada Pension Plan benefits payable at age 65.
- D. Old Age Security benefits are in addition to the amounts provided above.

5. Surviving Spouse Benefits Improvements These improvements include:

- A. permitting an employee who retires on or after Oct. 1, 1974 before age 55 with 30 or more years of credited service to elect the surviving spouse option at retirement (formerly such an employee could not elect the option until age 55),
- B. providing automatic surviving spouse benefits in the event an employee dies on or after Oct. 1, 1974 prior to retirement before age 55 with 30 or more years of credited service (formerly there was no coverage for death before age 55), and
- C. for past retirees who elected a Special Survivorship Option, the rate per year of credited service at which benefits are payable under the option will be increased to \$3 (\$1.60) effective Oct. 1, 1974.

6. "30 and Out" Retirees on or After Sept. 30, 1971

Those employees who retired early at employee option on or after Sept. 30, 1971 with 30 or more years of credited service between age 55 to 62 will have the early retirement reduction factor that was applied to their basic pension at age 65 removed effective Oct. 1, 1974.

7. Transition and Bridge Benefits Effective for employees at work on or after Oct. 1, 1975:

- A. Transition and bridge benefits will be increased \$25 for all classes of eligible survivors. The minimum transition and bridge benefit for widows and widowers with dependent children will be \$150.
- B. The eligible age for bridge benefits will be lowered to age 45 (48).

Supplemental  
Unemployment  
Benefit Plan:

Contributions to the Fund will increase on a graduated basis over the term of the contract to 9¢-14¢ (5¢-10¢) per hour with additional contributions for overtime hours in the second and third years.

Hospital-surgical-medical-drug and life insurance premiums for laid off employees previously charged against the SUB Fund will now be paid directly by the Corporation.

Short Week benefits in an amount up to 3¢ per hour will continue to be charged to the SUB Fund. The cost of such benefits which, in any calendar year, exceed more than 3¢ per hour will be absorbed by the Corporation.

Bereavement  
Leave:

Grandparents of employee and spouse are now included in immediate family for up to 3 days' paid leave. An employee must now have seniority to qualify for bereavement leave.

Tuition Refund: Maximum amount of tuition refund will be increased to \$700 (\$500) per calendar year for approved courses at an accredited college.

Chrysler Canada Ltd. at Windsor, Ajax and Etobicoke - Locals 444, 1090 and 1459, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC) (office and clerical employees): A 36-month renewal agreement effective from Sept. 24, 1973 to Sept. 14, 1976, covering 610 employees, settled at the bargaining stage. (Previous agreement expired Sept. 14, 1973.)

Wages:	Effective	<u>Sept. 24/73</u>	<u>Sept. 23/74</u>	<u>Sept. 22/75</u>
	Grade I	\$154.94-\$196.59 (\$131.74-\$172.61)	\$159.59-\$202.49	\$164.38-\$208.56

	Grade 18 (new)	\$349.13-\$410.38	\$359.60-\$422.69	\$370.39-\$435.37
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Wage Increases and Provision Changes: Similar to those described above for the production employees' contract.

MTD Products Canada Limited at Kitchener - Auto Workers, Local 1524 (CLC): A 36-month first agreement effective from Sept. 20, 1973 to Sept. 19, 1976, covering 260 employees, settled at the mediation stage.

Wages: Settlement pay of \$100 for each employee on payroll and working June 1, 1973 to Sept. 1, 1973 and \$7.50 per full week for employees hired after June 1, 1973 up to Sept. 1, 1973.

Effective	<u>Sept. 20/73</u>	<u>Sept. 20/74</u>	<u>Sept. 20/75</u>
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Increases

22¢ for incentive and other workers;	22¢ for incentive and other workers;	18¢ for incentive and other workers;
25¢ for semi-skilled workers;	23¢ for semi-skilled workers;	20¢ for semi-skilled workers;
33¢ for skilled tradesmen	28¢ for skilled tradesmen	25¢ for skilled tradesmen

Labour (on hourly(\$3.05) rate)	\$3.27	\$3.49	\$3.67
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Tool and Die Maker	\$4.92 (\$4.59)	\$5.20	\$5.45
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Overtime Pay: Incentive earnings for incentive workers who work overtime or on Saturdays or Sundays will be applied to their overtime rate (previously to the straight time rate).

Paid Holidays: Full (half) day before Christmas Day and full (half) day before New Year's Day make a total of 10 (9). Effective Sept. 25, 1974, one additional day, to be decided upon, is added for a total of 11.

Paid Vacations: 2 weeks with vacation pay of 4% after 1 year's service (same), 2 weeks and 5%(4%) after 5 years, 3 weeks and 6% after 8 years (same), 3 weeks and 7% (6%) after 15 years, 4 weeks and 8% (new) after 20 years.

Bereavement Leave: One additional day (new) may be granted in addition to 3 days' paid leave upon the death of members of immediate family, in the event that employee must travel outside Ontario to attend funeral.  
One day's paid leave (new) granted when employee cannot attend funeral, due to distance.

Welfare: Life Insurance and A.D.&D. - \$5,000 for all employees (previously \$3,000 for female employees and \$5,000 for male employees).

Drug Plan - Plan improved to cover prescriptions with deductible of 35¢ each (previously deductible of \$25 per family per calendar year).

Safety Shoe Allowance: Employer pays 30% of the cost of safety shoes up to a maximum of \$6 (\$4) per pair up to a maximum of two per year.

Prescription Safety Glasses: Employer pays \$7 (\$4) towards the cost of each pair of prescription safety glasses.

Note: Provisions in brackets refer to changes from previous personnel policy.

#### ELECTRICAL PRODUCTS

Ingles Limited at Stoney Creek - International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC): A 36-month renewal agreement effective from July 15, 1973 to July 14, 1976, covering 525 employees, settled at the conciliation officer stage.

Wages:	Effective	July 15/73	July 15/74	July 15/75
	General Increases	15¢	15¢	10¢
	Tradesman Adjustment	10¢		
	C.O.L.A. Fold-in	35¢		
	Assembler "B"	\$3.87 (\$3.37)	\$4.02	\$4.12
	Assembler "A"	\$4.17 (\$3.67)	\$4.32	\$4.42
	Electrician	\$5.37 (\$4.77)	\$5.52	\$5.62

Cost of Living Allowance: Effective July 15, 1973, 35¢ folded into wages leaving a 13¢ float.  
 COLA guarantee of 15¢ per year during the 3 years of the contract.

Shift Premiums: 0-13¢-19¢ (0-12¢-18¢); effective July 15, 1974, 0-14¢-20¢; effective July 15, 1975, 0-15¢-21¢.

Paid Vacation: 3 weeks (new) after 5 years' service.

Health and Welfare: Life Insurance and A.D. and D. - \$7,500 (\$6,500).  
Weekly Indemnity - effective on date of ratification, \$85 (\$75) on a 1-8-52 (1-8-26) basis; effective July 15, 1974, \$90 per week; effective July 15, 1975, \$95 per week.

Pension Plan: \$4.50 per month per year of service (new).

Sparton of Canada, Limited at London - National Council of Canadian Labour, Local 212 (Ind.): A 24-month renewal agreement effective from July 1, 1973 to June 30, 1975, covering 325 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired June 30, 1973.)

Wages:	Effective	<u>July 1/73</u>	<u>July 1/74</u>
	General Increases	30¢ on incentive rates	16¢ on incentive rates
	Assembler (when converted into hourly rate)	\$2.84 (\$2.50)	\$3.02
	Electronic Technician (when converted)	\$3.77 (\$3.30)	\$3.95
Cost-of-Living Allowance:	Effective July 1, 1974, 1¢ per hour per 0.5 change in the Consumer Price Index above the November 1973 base up to a maximum of 4¢ (maximum on cost-of-living under previous contract reached 3¢, and is included in previous rates shown above).		
Shift Premiums:	0 - 15¢ - 15¢ (0 - 12¢ - 15¢).		
Paid Vacations:	4 weeks (new) after 20 years. Effective July 1, 1974, 3 weeks after 6 (7) years.		

Hammond Manufacturing Co. Limited at Guelph - Employees' Association (Ind.):

A 24-month renewal agreement effective from Oct. 1, 1973 to Sept. 30, 1975, covering 500 employees, settled at the conciliation officer stage. (Previous agreement expired July 17, 1973.)

Wages: Settlement pay of \$60 for Job Grades 1 to 9 and \$80 for Job Grades 10 to 19 for employees on payroll as of Oct. 1, 1973, pro-rated for the period from July 23 to Oct. 1, 1973.

	<u>Oct. 1/73</u>	<u>Oct. 1/74</u>	<u>Apr. 1/75</u>
General Increases	10% on maximum rates	21¢	5¢
Additional Adjustments	Progression rates to be adjusted to maintain 16¢ range		
Job Grade 2 (includes Sub-Assembler)	\$2.78-\$2.94 (\$2.51-\$2.67)	\$2.99-\$3.15	\$3.04-\$3.20
Job Grade 10 (includes Factory Hand)	\$3.50-\$3.66 (\$3.17-\$3.33)	\$3.71-\$3.87	\$3.76-\$3.92
Job Grade 19 (Toolmaker, Class 2)	\$4.20-\$4.36 (\$3.80-\$3.96)	\$4.41-\$4.57	\$4.46-\$4.62

Maximum job rates reached after 4 increments of 4¢ each, one after probationary period of 60 working days, one after 6 months, one after 9 months, and one after 1 year.

Shift Premiums: 18¢ (16¢) per hour.

Paid Holidays: Qualifying employees receive  $\frac{1}{2}$  day (previously  $\frac{1}{4}$  day) on Dec. 31st, if it is a regular work day for a total of 10 paid holidays.

Vacation Pay: Calculation of vacation pay includes Weekly Indemnity Insurance and Workmen's Compensation payments (new).

Welfare: Life Insurance - Employer pays 100% (new) of premiums for \$1,000 life insurance for employee retiring at age 65 after 10 years' service.

Safety Shoes: Employer pays up to 20% of cost to maximum of \$4 per pair (previously flat amount of \$2 per pair).

Canada Wire and Cable Company Limited at Leaside - Local 521, United Electrical, Radio and Machine Workers of America (CLC):  
 A 24-month renewal agreement effective from Aug. 24, 1973 to Aug. 23, 1975, covering 725 employees, settled at the mediation stage.

Wages:	Effective	<u>Aug. 27/73</u>	<u>Aug. 26/74</u>
	General Increases	10%	7%
	Labourer	\$3.88 (\$3.53)	\$4.15
	Electrician	\$4.93 (\$4.48)	\$5.28

Cost of Living Allowance: COLA, which was discontinued during the previous contract, will be re-introduced on Dec. 16, 1974. A guaranteed 3¢ per hour for all hours worked will be paid on that date and again on March 17, 1975 and on June 16, 1975 for a total of 9¢ per hour by the end of the agreement.

The allowance is a guaranteed add-on for hours worked but is not part of the base rate for calculation of overtime, vacation or statutory holiday pay.

Shift Premiums: 0-16¢-23¢ (0-14¢-17¢).

Paid Vacation: Effective in 1974, 3 weeks after 5 (8) years' service, 4 weeks after 15 (18) years and 5 weeks after 25 (30) years.

Health and Welfare: Life Insurance - Effective Oct. 1, 1973, coverage is increased to \$8,000 (\$7,000) with employer paying 100% (60%) of premium cost.

Effective Sept. 1, 1974, employer provides \$1,000 paid-up policy for each retiree on retirement from and after Aug. 24, 1973.

A.D. & D. - Effective Oct. 1, 1973, coverage is increased to \$4,000 (\$3,000) with employer paying 100% (60%) of premium cost.

Weekly Indemnity - Effective Oct. 1, 1973, benefits increase to \$85 (\$75) per week on a 1-4-39 (1-4-26) basis, with employer paying 75% (60%) of cost.  
 Effective Sept. 1, 1974, benefits are increased to \$90 and employer pays 80% of cost.

O.H.I.P. - Effective Oct. 1, 1973, employer pays 75% (60%) of premiums and effective Sept. 1, 1974, 80%.

Major Medical Supplementary - Effective Oct. 1, 1973, deductible of \$25 (\$25-\$50) with 80-20 co-insurance. Employer pays 75% of premium cost. Effective Sept. 1, 1974 employer pays 80% of premiums.

Pension Plan: Plan is non-contributory. Basic pension benefit \$5.10 (\$3.60) per month times years of service prior to May 14, 1960 and \$5.60 (\$4.35) per month times years of service after May 14, 1960.

Pension service credit period is increased from maximum of 30 years to maximum of 40 years.

Retirement at age 60 optional with full pension credits for service, provided employee has completed 30 years (new).

Bereavement Leave: 2 (1) days' paid leave in the event of death of a son-in-law or daughter-in-law.

Meal Allowance: \$2.50 (\$2.00).

#### EDUCATION AND RELATED SERVICES

Hamilton City Board of Education - Canadian Union of Public Employees, Local 1344 (CLC): A 19-month renewal agreement effective from Sept. 2, 1973 to Apr. 15, 1975, covering 300 employees, settled with mediation assistance after a work stoppage. (Previous agreement expired Apr. 15, 1973.)

Wages: Retroactive pay of \$13 per full week worked, during the period from Apr. 15 to Sept. 2, 1973.

Effective	<u>Sept. 2/73</u>	<u>Apr. 15/74</u>
General Increases	33¢	34¢
Assistant Caretaker		
- Minimum	\$3.69 (\$3.36)	\$4.03
- Six months	\$3.80 (\$3.47)	\$4.14
- One year	\$3.91 (\$3.58)	\$4.25
- Two years	\$4.03 (\$3.70)	\$4.37
Mechanic	\$4.82 (\$4.49)	\$5.16

Probationary period is 3 months.

Sunday Premium: 20¢ (15¢) per hour.

Overtime Pay: Double time (time and one-half) for unscheduled work on a Sunday.

Double time (time and one-half) in addition to holiday pay for unscheduled work on a paid holiday.

Vacations: 4 weeks after 14 (15) years and 5 weeks after 23 (25) years.

Welfare: Life Insurance, OHIP, extended health care plan and semi-private hospitalization - Effective Sept. 1, 1973, employer pays 75% (66-2/3%) of premiums for these plans. Effective Apr. 15, 1974, employer pays 80%.

Long Term Disability Plan - Effective after Sept. 1, 1974 and prior to Jan. 1, 1975, employer will pay 50% (new) of the premiums for LTD plan, which will provide minimum benefit of 60% of employee's wages. (Parties to meet during term of this agreement to discuss and agree upon plan).

Education Allowance: Employer pays 50% of cost upon successful completion of 4th Class Stationary Engineer Course and 50% of cost upon successful completion of Air Conditioning Course as part of 3rd or 4th Class Stationary Engineer Course (new).

#### HEALTH AND WELFARE SERVICES

Pembroke General Hospital - Canadian Union of Public Employees, Local 1502 (CLC): A first agreement effective from Sept. 4, 1973 to expiration date, to be decided upon, with wages retroactive to Jan. 1, 1973, covering 200 employees, settled at the arbitration stage.

Wages: Retroactive pay applies to all employees on payroll as of Jan. 1, 1973, pro-rated for new employees. Former employees must be notified by mail at last known address and claim such pay within 30 days.

Effective	<u>Jan. 1/73</u>	<u>July 1/73</u>
General Increases	10¢ - 64¢	7¢ - 18¢
Additional Adjustments	5¢ for some classifications	
Housekeeping Cleaner II	\$2.05 - \$2.33 (\$1.85 - \$2.03)	\$2.22 - \$2.50
Registered Nursing Assistant, Orderly	\$2.66 - \$2.94 (\$2.49 - \$2.77)	\$2.82 - \$3.10
Electrician	\$3.94 - \$4.22 (\$3.48 - \$3.94)	\$4.12 - \$4.40
Effective	<u>Jan. 1/74</u>	<u>July 1/74</u>
General Increases	6¢ - 27¢	10¢
Housekeeping Cleaner II	\$2.37 - \$2.65	\$2.47 - \$2.75
Registered Nursing Assistant, Orderly	\$3.01 - \$3.29	\$3.11 - \$3.35
Electrician	\$4.38 - \$4.66	\$4.48 - \$4.76

Probationary period is 60 continuous days of work (previously 3 months). Maximum rates reached after four six-month increments (previously varied to 36 or 48 months, depending on classification).

- Shift Premiums: 0 - 15¢ - 15¢ (new).
- Reporting Pay: Minimum of 4 hours' pay at straight time rate (new).
- Call-back Pay: Minimum of 4 hours' pay at straight time rate (new).
- Meal Allowance: Employer will provide meal to employees required to work 2 hours' overtime, and after each 4 hours thereafter.
- Shift Scheduling: No less than 16 hours shall be scheduled between shifts, with time and one-half (new) paid for hours working during this period.
- Paid Holidays: One additional day, to be set by employer during third or fourth week of February, is added for a total of 10 (9). Employee may choose to receive time and one-half for all time worked on a holiday in addition to regular holiday pay or take a lieu day off, with consent of employer, within 30 days of the holiday (previously lieu day granted at employer's discretion).
- Paid Vacations: 4 weeks after 15 (18) years for all employees except X-Ray Technicians who receive 4 weeks (same) after 1 year. Sick leave credits may be substituted for annual leave where established by employee that illness or accident necessitated admission to hospital during annual leave (new).
- Jury Duty Leave: Employer makes up the difference between pay for jury duty, as previously, or pay for Crown witness or as witness in matter arising from employment (new) and regular pay.
- Welfare: Life Insurance - Employer pays 75% (50%) of the premiums for HOGLIP. Effective Jan. 1, 1974, employer pays 85%.  
OHIP - Employer pays 75% (66-2/3%) of the premiums for OHIP for full-time employees. Effective Jan. 1, 1974, employer pays 85%.  
Long Term Disability Plan - Employer pays 75% (50%) of the premiums for HOODIP. Effective Jan. 1, 1974, employer pays 85%.
- Uniform Allowance: Employer provides and launders all uniforms for employees required to wear them (previously employer provided and laundered uniforms for Ambulance employees, and did not provide, but laundered uniforms for Housekeeping, Dietary and Laundry employees).
- Contracting Out: Employer may not contract out work which results in lay-off of any employees in bargaining unit (new).
- Union Security: Compulsory deduction of union dues for all employees (new).

St. Joseph's Hospital at Hamilton - Local 786, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from July 15, 1973 to July 14, 1975, covering 740 employees, settled at the post conciliation bargaining stage.

Wages:	Effective	<u>July 15/73</u>	<u>July 15/74</u>
	General Increases	9%	7%
	Ward Aide I	\$106.17-\$111.40 (\$97.40-\$102.20)	\$113.60-\$119.20
	Ward Orderly III	\$132.33-\$137.56 (\$121.40-\$126.20)	\$141.59-\$147.19

Call-back Pay: 2½ (2) hours guaranteed.

Weekend Work: Work performed on a fourth consecutive weekend will be paid at time and one-half rates (new).

Acting Pay: Effective Mar. 1, 1974, an employee working a half (full) shift in a higher category will be paid at the higher rate.

Paid Vacation: 4 weeks after 14 (15) years' service.

Health and Welfare: Effective date of ratification, employer will pay 80% (75%) of all insurance coverage, 85% effective Jan. 1, 1974 and 95% effective July 1, 1974.

Bereavement Leave: 1 day's paid leave in the event of death of grandparents and grandchildren (new).

Tool Allowance: 3¢ (2¢) per hour.

#### FEDERAL ADMINISTRATION

Defence Research Board, Canada-wide - Public Service Alliance of Canada (CLC) (technical category): A 24-month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 680 employees settled at the arbitration stage.

Wages:	Effective	<u>Jan. 1/73</u>	<u>Jan. 1/74</u>
	General Increases	8%	6.5%
<u>Annual Rates</u>			
	Technician B Grade I	\$5,220-\$7,974 (\$4,833-\$7,383)	\$5,559-\$8,492
	Technician B Grade 4	\$11,685-\$13,171 (\$10,819-\$12,195)	\$12,445-\$14,027

	Jan. 1/73	Jan. 1/74
Technical Officer I	\$9,738-\$12,661 (\$9,017-\$11,723)	\$10,371-\$13,484
Technical Officer 4	\$16,624-\$19,171 (\$15,393-\$17,751)	\$17,705-\$20,417

Paid Vacation: 5 weeks (new) after 30 years' service.

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (computer systems administration group): A 24-month renewal agreement effective from Sept. 25, 1972 to Sept. 23, 1974, covering 1,460 employees, settled at the arbitration stage.

Wages:	Effective	<u>Sept. 25/72</u>	<u>Sept. 24/73</u>
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General Increases	6%	6.5%
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Annual Rates

C.S. 2 (start)	\$12,331 (\$11,633)	\$13,133
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C.S. 4	\$18,089 - \$20,652 (\$17,065 - \$19,392)	\$19,265 - \$21,994
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#### PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Provincial Police Association Inc. (Ind.):

A 12-month renewal agreement effective from April 1, 1973 to March 31, 1974, covering 3,755 employees. The agreement covers fringe benefit provisions and will form part of the current contract signed in April 1973 (reported in the April 1973 issue, page 34).

Paid Vacation: Effective in 1973, 5 weeks after 25 (30) years' service.

Health and Welfare: Major Medical - The present plan requires deductions of \$50 for each insured person to maximum of \$100 per family during each year. An employee is reimbursed 80% of eligible expenses. Effective Nov. 1, 1973, the following changes will be implemented:

- Employees in the bargaining unit will receive no deduction from pay for Major Medical during the month of October.
- Coverage of up to \$20 per day will be provided for hospital accommodation over and above standard ward coverage.
- Drug Plan will pay 90% (80%) of expenses with no deductible.

- All employees in the bargaining unit will receive automatic coverage under the new plan. Those who do not wish Major Medical coverage will have until Nov. 15, 1973 to opt out of the plan.
- In lieu of retroactivity the months of November and December will be premium free months.
- Effective January 1974 employees will pay premiums of \$1.15 per month for single coverage and \$2.85 per month for family coverage. The employer will pay the balance of the cost of the plan.

#### Long Term Income Protection

- Effective January 1974, employer will pay 75% (66 2/3%) of premium cost.
- In lieu of retroactivity, the employer will pay the full premium for the months of November and December 1973.
- The employer agreed to institute a Committee to review disallowed claims and the Association will have the opportunity to join with the Committee in discussing such disallowed claims with the insurance carrier.

#### LOCAL ADMINISTRATION

Hamilton City - Local 5, Canadian Union of Public Employees (CLC): A 23½ month renewal agreement effective from Feb. 1, 1973 to Jan. 15, 1975, covering 800 employees, settled after a work stoppage.

Wages:	Effective	<u>Feb. 1/73</u>	<u>Aug. 1/73</u>	<u>Feb. 1/74</u>
	General Increases	35¢	14¢	23¢
	Labourer	\$4.03 (\$3.68)	\$4.17	\$4.40
	Carpenter	\$4.71 (\$4.36)	\$4.85	\$5.18

**Retroactivity:** A lump sum payment of \$322 for all employees in the bargaining unit between Feb. 1, 1973 and the date of signing the agreement, covering the period Feb. 1 to July 11, 1973.

An additional 3¢ per hour retroactive to Feb. 1, 1973 based on a new drug plan, which comes into effect in October.

**Overtime:** Time and one-half for first 6 hours of overtime, double time thereafter (formerly time and one-half rate after 8 hours regular shift).

No employee will be required to work overtime when other qualified employees are willing and available to work.

Shift Premiums: 0 - 17¢ - 19¢ (0 - 15¢ - 16¢).

Call-out Pay: Guarantee of 4 (3) hours' pay.

Inclement Weather: Guarantee of 4 (3) hours' pay.

Paid Holidays: Half day off with pay prior to Christmas or New Year's Day for a total of 11½ paid holidays (including Remembrance Day, which is a paid holiday when it falls on a Monday to Friday, inclusive).

Paid Vacation: Effective in 1974, 3 weeks after 5 (7) years' service, 6 weeks (new) after 30 years.

When an employee is hospitalized or convalescing following hospitalization, there will be no deduction from vacation credits.

Health and Welfare: Life Insurance - Coverage equal to one year's salary with employer paying 100% (66 2/3%) of cost.

Drug Plan - To be implemented in October 1973 with 35¢ per prescription deductible. Employer will pay 100% of cost. Employees receive 3¢ per hour retroactive from Feb. 1, 1973 to date of implementation.

Sick Leave - No loss of 1½ day accumulation (formerly lost 1½ days when absent). No yearly maximum (formerly 180 working days). No maximum accumulation (formerly 450 days).

Bereavement Leave: Guarantee of 3 regularly scheduled work days off (formerly up to 3 days' paid leave) in the event of death in the immediate family. One day's paid leave for burial of grandparent or grandchild (new).

A bereaved employee on vacation will qualify for bereavement leave with no deduction from vacation credits (new).

Leave of Absence: Up to 2 years for person elected to public office or for full-time Union office (new).

Safety Shoes: Employer will pay 100% of cost of first pair and 50% of one pair thereafter for those employees agreed to between Union and City.

## ADDENDUM

This addendum consists of one settlement ratified in June 1973 and three in July 1973.

## CLOTHING

Toronto Cloak Manufacturers' Association at Toronto - Locals 14, 83, 92 and 94, International Ladies' Garment Workers' Union and the Toronto Joint Board of the International Ladies' Garment Workers' Union (AFL-CIO/CLC): A 36-month renewal agreement effective from July 1, 1973 to June 30, 1976, covering 1,300 employees, settled at the conciliation officer stage in July.

	Effective	<u>July 16/73</u>	<u>July 1/74</u>	<u>July 1/75</u>
Wages:	General Increases	10%	6%	7%
	General Hand	\$2.18 (\$1.98)	\$2.31	\$2.47
Paid Vacation:	Effective in 1974, 3 weeks after 3 (5) years' service for employees in Association shops; all others are subject to statutory provisions.			
Pension Plan:	Effective July 1975, the employer's contribution to the pension fund will be increased to 5% (4%) of earnings.			
Bereavement Leave:	1 day's paid leave in event of death of members of immediate family, including in-laws (new).			

## MACHINERY

Dominion Road Machinery Company Ltd. at Goderich - Local 1863, International Association of Machinists and Aerospace Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from Aug. 15, 1973 to Aug. 14, 1975, covering 565 employees, settled at the bargaining stage in July.

	Effective	<u>Aug. 13/73</u>	<u>Feb. 18/74</u>	<u>Aug. 19/74</u>	<u>Feb. 17/75</u>
Wages:	General Increases	12¢	12¢	12¢	12¢
	Guaranteed C.O.L.A.	5¢	5¢	5¢	5¢
	Adjustment for Reduction in Hours	28¢			
	Sweeper	\$4.57 (\$4.12)	\$4.74	\$4.91	\$5.08
	Maintenance Electrician	\$5.35 (\$4.90)	\$5.52	\$5.69	\$5.86

Hours of Work: 37½ (40) hours per week.

Cost of Living Allowance: 1¢ per hour for each .55 (.62) increase in the Consumer Price Index - 1961=100.

Effective Aug. 15, 1973, the cost of living allowance has been guaranteed and prepaid on the basis of 10¢ per year, one-half coincidental with the across the board increase. In the event that at Aug. 15, 1974, the allowance is in excess of 10¢ the excess will be added to the wage scale. The same condition will apply at Aug. 14, 1975.

Overtime: On Saturday, time and one-half rate for first 7½ (8) hours, double time thereafter.

Lead Hand Premium: 20¢ (10¢) per hour.

Paid Holidays: 2 additional days during Christmas shut-down for a total of 13 paid holidays.

Health and Welfare: Life Insurance - Effective Aug. 15, 1973, coverage is increased to \$8,000 (\$6,000) single and \$10,000 (\$8,000) married.  
A.D. & D. - Effective Aug. 15, 1973, \$6,000 (\$2,000).

Bereavement Leave: Grandparents are added for 1 day's paid funeral leave.

Safety Glasses: Employee will be reimbursed for cost of first pair on completion of 1 year's service. The employer will replace safety lenses and frames that are broken or damaged while the employee is at work and will also replace safety lenses where a change of prescription is necessary to maximum of once per year. (Formerly employer replaced eye glass lenses for welders, welders helpers and burners).

#### EDUCATION AND RELATED SERVICES

The Waterloo County Board of Education at Kitchener - Custodial and Maintenance Association (Ind.): A 24-month renewal agreement effective from Sept. 1, 1973 to Aug. 31, 1975, covering 315 employees, settled at the bargaining stage and ratified in July, 1973. (Previous agreement expired Aug. 31, 1973.)

Wages:	Effective	Sept. 1/73	Sept. 1/74
	Increases	\$125 - \$520 per year	\$375 - \$625 per year
	Other Adjustments	Increments increase to \$520 (previously \$400) per year for all employees, except Custodian 2 whose increments increase to \$390 (\$300)	

	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Custodian 2 (previously Matron)	\$4,570 - \$6,130 (\$4,050 - \$5,800)		\$4,945 - \$6,505	
Custodian 1	\$6,095 - \$8,175 (\$5,850 - \$7,700)		\$6,595 - \$8,675	
Tradesman (Journeyman)	\$7,020 - \$9,200 (\$6,700 - \$8,710)		\$7,645 - \$9,825	

Minimum rates apply upon completion of probationary period. Custodians 2 receive increments of \$390 upon completion of 6 month probationary period, an additional \$390 after 12 months' service, \$390 pro-rated Sept. 1st following 12 months' service and \$390 on Sept. 1st each year thereafter until maximum is reached, provided employees receive fractional amounts of increment payable required to reach maximum, along with last full \$390 increment. Custodians 1 receive \$520 increments in same manner. Tradesmen receive one-half of the difference between minimum and maximum rates after 6 months, and maximum rate after 1 year. Tradesmen with more than one certificate in a trade are granted an additional \$25 (new) per certificate to a maximum of \$100.

Shift Premiums: 0 - 16¢ - 19¢ (0 - 15¢ - 18¢).

Paid Vacations: Employee receives paid day in lieu of holiday either in conjunction with vacation or at mutually agreed upon time (new).

Effective Jan. 1, 1974, 3 weeks after 4 (5) years' service, 4 weeks after 12 (15) years.

Bereavement Leave: Fiance(e) included in up to 5 days' paid leave. Guardian included in 3 days' paid leave.

Welfare: Life Insurance and A.D.& D., OHIP, Extended Health Care Plan - Employer pays 80% (66-2/3%) of premium costs.

Life Insurance and A.D.& D. - Full-time employees select either \$2,000 or \$10,000 coverage under the basic group life insurance and accidental death and dismemberment plan (previously \$10,000 coverage for male employees and \$2,000 or \$10,000 for female employees).

Retirement Gratuity: Unused sick leave credits based on \$25 (\$20) per day accumulate to a maximum of \$2,500 (\$2,200) for employees who retire or die.

Travel Allowance: Custodians travelling between schools receive allowance of 14¢ per mile (previously 10¢ per mile outside the county and 12¢ per mile inside the county). Employer pays maintenance men \$50 (new) per year in addition to the established 16¢ per mile allowance when using their cars for carrying tools and equipment regularly.

The Waterloo County Board of Education at Kitchener - Non-Academic Staff Association (Ind.):

A 24-month first agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 205 employees, settled at the bargaining stage and ratified in June 1973.

Wages:	Effective	<u>Jan. 1/73</u>	<u>Jan. 1/74</u>
	Increases	\$309 - \$671 per year	\$231 - \$538
	Other Adjustments	Increments range from \$309 - \$671 (previously \$280 - \$530) depending on classification	Increments range from \$327 - \$711 per year, depending on classification
	Level 3 (includes Clerk)	\$4,385 - \$6,005 (\$3,980 - \$5,560)	\$4,648 - \$6,364
	Level 11 (includes Senior Buyer)	\$8,971 - \$11,655 (\$8,300 - \$10,790)	\$9,509 - \$12,533
	Probationary period is 6 months. Level 3 employees receive half the annual increment of \$405 (previously \$330) upon completion of probationary period and remaining half after 12 months' service, an additional \$405 pro-rated on Jan. 1st each year thereafter until maximum is reached, provided employees receive fractional amounts of increments payable to reach maximum, along with last full \$405 increment. Level 11 employees receive increments of \$671 (previously \$530) in same manner. Effective Jan. 1, 1974, increments for Level 3 increase to \$429 and for Level 11 to \$711.		
Other Provisions:	Changes in provisions for shift premiums, paid vacations, bereavement leave, welfare and retirement gratuity are the same as those shown above for Custodial and Maintenance Association.		
Union Security:	Compulsory deduction of union dues for all employees (new).		



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CANADA



ONTARIO

CANADA DEPARTMENT OF LABOUR  
OTTAWA

ONTARIO MINISTRY OF LABOUR  
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS  
IN ONTARIO REACHED DURING OCTOBER 1973

Prepared jointly by the Canada Department of Labour  
and the Ontario Ministry of Labour



## CONTENTS

This report consists of summaries of 25 collectively bargained settlements in Ontario's non-construction industries in October 1973. This report also includes an addendum of 3 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements for bargaining units of 200 to 500 employees.

### Notes on Rates:

Two rates are consistently sought in reporting settlements; they are the after probationary rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. However, in some bargaining units these classifications do not exist and, in such cases, an attempt is made to report increases for a low rate and a high rate. For example, in an office bargaining unit, rates that might be reported could be a clerk's rate and a senior data control analyst's rate. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled occupation and for a skilled occupation in the bargaining unit.

Provisions in brackets refer to the previous agreement.

November 26, 1973



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## TEXTILE

Wabasso Ltd. (Camtex Division) at Dunnville and Welland - Locals 755 and 1031, Textile Workers' Union of America (AFL-CIO/CLC): Two 24½-month renewal agreements effective from Sept. 8, 1973 to Sept. 24, 1975, covering a total of 615 employees, settled at the post-conciliation bargaining stage.

Wages:	Effective	<u>Sept. 8/73</u>	<u>Sept. 8/74</u>
	General Increases	23¢	19¢
	Adjustments -		
	Fixers	25¢	
	Others (9 other rates received adjustments)	5¢-25¢	
	Janitor	\$2.39 (\$2.16)	\$2.58
	Loom Fixer	\$3.34 (\$2.86)	\$3.53

Shift Premiums: 0-12¢-15¢ (0-10¢-12¢).

Health and Welfare: Life Insurance - Coverage will be extended to employees who regularly work on a part-time shift in the Finishing Department.

O.H.I.P. - Effective Sept. 8, 1974, the employer will pay 100% of premiums. (Formerly employer paid 66.6% for OHSC and 84%-90% for OHSIP, according to family status of employee.)

Bereavement Leave: 3 (1) days' paid leave in event of death of father-in-law and mother-in-law. Grandparents and legal guardian are now included for 1 day's paid leave.

Meal Allowance: \$1.50 (\$1.00).

Texpack Limited at Brantford - Local 520, Textile and Chemical Union (Ind.): A 24-month renewal agreement effective from Oct. 19, 1973 to Oct. 18, 1975, covering 200 employees, settled at the mediation stage. (Previous agreement expired Oct. 18, 1973.)

Wages:	Effective	<u>Oct. 21/73</u>	<u>Oct. 19/74</u>	<u>Apr. 19/75</u>
	General Increases	25¢	25¢	5¢
	Additional Adjustments	10¢ inequity adjustment for Labour Grades 6 and above, additional adjustments of 10¢ - 90¢ due to reclassification of selected occupations		

	Oct. 21/73	Oct. 19/74	Apr. 19/75
Labour Grade 1 (includes Packer)	\$2.25-\$2.45 (\$2.00-\$2.20)	\$2.50-\$2.70	\$2.55-\$2.75
Labour Grade 6 (includes O.B. Pad Operator, previously in Labour Grade 2)	\$3.00-\$3.20	\$3.25-\$3.45	\$3.30-\$3.50
Labour Grade 9 (includes Set-Up Mechanic A)	\$3.65-\$3.85 (\$3.10-\$3.30)	\$3.90-\$4.10	\$3.95-\$4.15

New employee hired into Labour Grade 1 after Oct. 21, 1973 receives 10¢ increase to job rate after 30 and 60 working days (previously 5¢ increases to job rate after 10, 20, 30 and 60 working days). Probationary period is 60 working days completed within 6 calendar months.

New employee hired into Labour Grades 2 to 11 after Oct. 21, 1973 receives 10¢ increases to job rate after probationary period and each two months thereafter (previously 10¢ increases to job rate after each 3 months of active employment).

Lead Hand receives Labour Grade 4 rate (new) or 20¢ above highest rate paid to workers being led, whichever is greater.

**Shift Premiums:** Employee on third shift receives 8 hours' pay for 6-3/4 hours' work (previously 14¢ per hour shift premium).

On alternate Fridays, employee on second shift receives pay at straight time rate for hours worked between 3:25 and 8:25 including one 10-minute paid rest period and excluding lunch period (second shift on other Fridays continues, as previously, from 2 p.m. to 10 p.m. with regular pay plus shift premium, two 10-minute paid rest periods and lunch period). Janitor is eligible for shift premiums (new),

**Hours of Work:** Day and night Janitors work three 9-hour days and two 8-hour days, on a staggered basis, for a weekly total of 43 hours (previously five 9-hour days for a weekly total of 45 hours).

**Overtime Pay:** Time and one-half after 40 (45) hours per week for Janitor, regardless of day involved.

Shift premium is not included in calculation for overtime work on the short Friday (new).

**Paid Holidays:** One floating holiday is added between Christmas Day and New Year's Day for a total of 10 (9).

Paid Vacations: 4 weeks after 17 (20) years.

Bereavement Leave: Condition that leave for bereavement in immediate family be used for arranging and attending funeral is eliminated.

Welfare: Drug Plan - Employer pays 100% (same) of premium for employees without dependents and 70% (new) of additional premium cost for employees with dependents.

Safety Shoe Allowance: Employer pays \$5 (new) per year towards cost of safety shoes.

#### PAPER AND ALLIED

The Beaver Wood Fibre Company, Limited at Thorold - Locals 192, 228, 584, Paperworkers (AFL-CIO/CLC): Two 24-month renewal agreements effective from May 1, 1973 to Apr. 30, 1975, covering 279 employees, settled at the conciliation officer stage. (Previous agreements expired Apr. 30, 1973.)

Wages:	Effective	<u>May 1/73</u>	<u>May 1/74</u>
General Increases		8½% with a minimum of 36¢	8½%
Additional Adjustments		3¢ - 15¢ for some departments and classifications, 5¢ for Mechanical, Electrical and Steam Plant employees	5¢ for Mechanical, Electrical and Steam Plant employees
Yard Labourer		\$4.10 (\$3.74)	\$4.45
Millwright		\$5.41 (\$4.94)	\$5.92

Shift Premiums: Effective Oct. 4, 1973, 0¢ - 15¢ - 20¢ (0¢ - 12¢ - 16¢).

Overtime Pay: Time and one-half after daily hours (new) and after 35 (40) hours per week for office and clerical employees.

Paid Holidays: Production employee receives 48 (40) hour holiday at Christmas shutdown and 1 additional floating holiday for a total of 6 (5) floating and 5 statutory holidays. Office employees receive 1 additional floating holiday for a total of 10 statutory and 2 floating holidays.

Double time (time and one-half) after 8 hours for work on a statutory holiday.

Paid Vacations: 3 weeks after 5 (8) years. Effective May 1, 1974, 6 weeks (new) after 27 years.

Effective Oct. 4, 1973, employee receives additional 4 hours' pay (new) for each week of vacation taken in May, October, November and January.

Welfare: Life Insurance Plan - Benefits increase to \$9,000 (\$8,000).

Auto Insurance Plan - Employer assumes liability in excess of an office or clerical employee's insurance when he is involved in an accident and proven negligent while using his own auto on company business after he has commenced work (new). Employer continues to supply no collision coverage.

Weekly Indemnity Plan - Effective Oct. 4, 1973, employer pays 100% of premiums (previously \$1 per week per employee plus cost of improved benefits) for plan which provides hourly-rated employees with benefits of 70% of their salary for a 40-hour week to a weekly maximum of \$140 (previously flat amount of \$120), on a 1-1-4-52 basis.

Long Term Disability Plan - Effective Jan. 1, 1974, employer pays 100% (new) of premiums for LTD plan which provides benefits of 50% of preceding year's average monthly earnings up to maximum of \$800, after weekly indemnity benefits expire, with one month of benefit for each completed month of service or until return to work, retirement or death.

OHIP - Effective Oct. 1, 1973, employer retains OHIP rebate (previously refunded to employee) and U.I.C. premium reduction (new).

Extended Health Care Plan - Deductible for major medical plan reduced to \$25 (previously \$25 for single employees and \$50 for married employees).

Pension Plan: Employee may join plan at age 23 (previously at 29½ with 2 years' service) or after 3 (5) years' service.

Amount of pension accrued to an employee at Dec. 31, 1972 increases 15% if he is employed at May 2, 1973 and an additional 10% if he is employed at May 2, 1974 (new). Effective Jan. 1, 1973, benefit increases to 50% (40%) of employee's contribution.

Employee who retires between May 2, 1973 and May 2, 1974 also receives 10% increase effective May 2, 1974 (new).

Effective Jan. 1, 1974, employee who retires at age 62 after 20 years' service receives bridging supplement of \$7 per month for each completed year of service to a maximum of 30 years (new).

Pension plan provides 20% vested rights after 1 year's service, increasing 20% each year thereafter to 100% after 5 years' service (previously plan provided 100% vested rights after 10 years' service).

Canadian International Paper Company at Gatineau, La Tuque, Trois Rivières, Qué. and Hawkesbury, Ont. and New Brunswick International Paper Company at Dalhousie, N.B. - Locals 42, 251, 530, 21, 163 and 28, United Paperworkers International Union; Lodge 1480, International Association of Machinists and Aerospace Workers; Local 815, International Brotherhood of Electrical Workers; and Local 465, United Association of Plumbers and Steamfitters (all AFL-CIO/CLC):

A 36-month renewal agreement effective from May 1, 1973 to Apr. 30, 1976, covering 4,560 employees, settled after a work stoppage.

	Effective	<u>May 1/73</u>	<u>May 1/74</u>	<u>May 1/75</u>
General Increases		7 $\frac{3}{4}$ % (33¢ min.)	7 $\frac{3}{4}$ %	8%
Increase in Job Class Increments		½¢	½¢	1¢
Adjustments		Increments between Job C1. 16 and 31 a uniform 9¢ per hour	Tradesmen "A" and over 5¢	
Job Cl. 1 (Labourer)		\$4.18 (3.85)	\$4.50	\$4.86
Job Cl. 31		\$6.77 (\$6.07)	\$7.49	\$8.39
Shift Premiums:	Effective Oct. 14, 1973,	0-15¢-20¢ (0-10¢-17¢).		
Pay for Sunday Work:	Effective Oct 14, 1973,	double time (time and one-half) after 8 hours work.		
Paid Holidays:	Effective Jan. 1, 1974,	1 additional floating holiday for a total of 5. Floater may be accumulated for an additional week's vacation.		
Paid Vacation:	Employees who retire early will receive their full supplementary vacation entitlement in the year in which they retire.			
Health and Welfare:	<u>Weekly Indemnity</u>	- No maximum (formerly \$120).		

Long Term Disability - In plants where an L.T.D. plan exists the Company will contribute up to a maximum of:

Jan. 1, 1974 - \$3.25 per month  
 Jan. 1, 1975 - \$4.25 per month  
 Jan. 1, 1976 - \$5.25 per month.

In mills where L.T.D. plan does not exist the Company will make similar contributions to:

- a) the Blue Cross Plan in effect for Québec and New Brunswick residents.
- b) the Ontario Hospital Services Plan and Ontario Blue Cross Plan in effect for Ontario residents.

Pension Plans: Retirement allowance accumulated to Dec. 31, 1972 will be improved by 25% for all employees retiring after May 2, 1973.

Effective Oct. 14, 1973 an employee whose job is eliminated may retire on unreduced pension, provided he is 60 or more years of age and has 20 years' service.

Effective Jan. 1, 1974, a supplement of \$7 per month per year of service to a maximum of 30 years will be paid to an employee taking voluntary early retirement at age 62 or over, payable to age 65. Effective Jan. 1, 1974, \$7 per month per year of service guaranteed minimum monthly retirement allowance; Jan. 1, 1975, \$8 minimum.

Effective Jan. 1, 1974, unreduced Disability Retirement Allowance after 15 (20) years' service.

Severance Pay: May be taken in weekly installments.

Court Witness: Employer makes up difference between court witness fee and employee's regular earnings (new).

Safety Shoe Allowance: \$3 per year per pair (new).

Ontario-Minnesota Pulp and Paper Company Ltd. at Fort Frances and Kenora - Locals 92, 238, 1330, United Paperworkers International Union; Lodge 490, International Association of Machinists and Aerospace Workers; Locals 1744 and 559, International Brotherhood of Electrical Workers and Local 940, International Union of Operating Engineers (all AFL-CIO/CLC):

A 24-month renewal agreement effective from May 1, 1973 to Apr. 30, 1975, covering 1,285 employees, settled after a work stoppage. A work stoppage by the 200 members of Lodge 771, International Association of Machinists and Aerospace Workers ended on Nov. 5, 1973.

	<u>Effective</u>	<u>May 1/73</u>	<u>May 1/74</u>
Wages:	General Increases	8½% (36¢ min.)	8½%
	Labourer	\$4.21 (\$3.85)	\$4.57
	Carpenter A-1 (Company option)	\$5.80 (\$5.35)	\$6.29
Shift Premiums:	Effective Oct. 14, 1973, 0-15¢-20¢ (0-10¢-17¢).		
Paid Holidays:	Effective May 1, 1974, 1 additional for a total of 6 floating holidays.		
Paid Vacations:	Effective May 1, 1973, 6 weeks (new) after 27 years' service. The additional entitlement for 1973 will be paid in cash. Four hours' additional pay per week of vacation taken between Dec. 1 to April 1, except Christmas week and mid-term school break (new).		
	Effective May 1, 1974, 3 weeks after 5 (8) years' service.		
Welfare:	<u>Life Insurance</u> - \$15,000 (\$5,000) Company-paid. Supplemental \$5,000 (\$10,000) optional at cost of \$1.50 per month to employee.		
	<u>Weekly Indemnity</u> - Benefits of 70% of wages (no change) on a 1-1-4-52 basis. (Former sick leave plan provided benefits after 3 days' certified illness retroactive to first day of absence. Weekly indemnity benefits were payable after eighth day of absence to a maximum of 26 weeks.)		
Pension Plan:	Effective Jan. 1, 1975, early retirement at age 64 without benefit reduction after 20 years' service; Jan. 1, 1976, age 63 after 20 years; Jan. 1, 1977, age 62 after 20 years.		
	Effective May 1, 1975, \$7 per month per year of service prior to Oct. 1, 1964; May 1, 1976, \$7.25 for service prior to Oct. 1, 1965; May 1, 1977, \$7.50 for service prior to Oct. 1, 1966.		
Bereavement Leave:	Step-parents-in-law, legal ward or guardian added for 3 days' paid leave.		
Crown Witness:	Employer makes up difference between employee's wages and crown witness fee.		
Safety Shoes:	\$10 per pair once a year (\$3 per pair twice a year).		
Sunday Work:	An employee required to work 6 hours or more on a Sunday will be given an alternate day off during that week.		
Hours of Rest:	A day worker called in following his day shift and who works a minimum of 4 hours is entitled to receive time off with pay at the beginning of his scheduled day shift on the following day to the extent that he worked between the hours of midnight and 4 a.m..		

An employee working in excess of 16 hours in a 24-hour period will receive time off with pay from his next regular shift to the extent such work exceeds 16 hours. This does not apply if the next starting time is 8 hours or more after the end of the work period.

Hazardous Conditions: The Company will pay a premium of 15¢ per hour (new):

- (a) on temporary scaffolds or exposed exterior locations not normally accessible (mill roofs and the like excepted), where the vertical drop is 50 feet or more
- (b) raceway
- (c) when working in digesters under conditions which require the use of a safety belt
- (d) inside lime kilns, kraft mill liquor tanks, precipitators and evaporators.

Time and one-half for the day of the climb for employees required to climb and work on water tanks and radio towers at a height of 50 feet or more (new).

Ontario Paper Company Ltd. at Thorold - Locals 84T and 101, United Paperworkers International Union; Local 1477, International Longshoremen's Association; Local 914, International Brotherhood of Electrical Workers; Local 268, International Association of Machinists and Aerospace Workers; Local 413, United Association of Plumbers and Steamfitters; Local 232, International Union of Operating Engineers; Local 38, United Brotherhood of Carpenters and Joiners of America (all AFL-CIO/CLC); and Local 103, Canadian Union of Operating Engineers (Ind.): A 24-month renewal agreement effective from May 1, 1973 to Apr. 30, 1975, covering 1,150 employees, settled after a work stoppage.

Wages:	Effective	<u>May 1/73</u>	<u>May 1/74</u>
General Increases		8½% (36¢ min.)	8½%
Special adjustments to certain classifi- cations		minus 2¢ to 25¢	
Labourer	\$4.21 (\$3.85)		\$4.57
Instrument Repairman	\$5.80 (\$5.35)		\$6.29

**Shift Premiums:** Effective Oct. 25, 1973, 0-15¢-20¢ (0-10¢-17¢)

**Pay for Work on Sunday:** Effective Oct. 25, 1973, double time (time and one-half) after 8 hours work.

**Paid Vacation:** Effective Jan. 1, 1974, 3 weeks after 5 (8) years' service, 6 weeks (new) after 27 years. Four hours' extra pay per week of vacation taken during the period Jan. 1 - Apr. 30 of each year.

**Health and Welfare:** Long Term Disability- The employer will retain the complete refund from U.I.C. premiums. Effective Jan. 1, 1974, the benefit is to be reduced by the primary benefit paid under any Government plan except as otherwise provided and except increases in such amounts occurring 12 months or more from the date of the first benefit payment. The employer will pay 100% of L.T.D. premiums.

**Pension Plan:** Pensions accrued to Dec. 31, 1972 to be improved effective May 1, 1973 by 15% and May 1, 1974 by 10%. An employee who retires at any time during the term of the agreement will receive the full 25%.

An employee electing early retirement at age 62, after 20 years' service, will be provided with a bridging supplement of \$7 per month for each year of service to a maximum of 30 years, reducing to zero upon eligibility for C.P.P./Q.P.P. and O.A.S. benefits.

#### Supplementary Allowance

Normal Retirement Date	Amount of Yearly Allowance
May 1/75 to Apr. 30/76	- \$30 plus \$1/year of service
May 1/76 to Apr. 30/77	- \$60 plus \$1/year of service
May 1/77 to Apr. 30/78	- \$100 plus \$1/year of service

**Job Security:** The Company will advise the Union as soon as possible and not less than four months before, regarding additions or changes in equipment that might result in a work shortage.

E. S. and A. Robinson (Canada) Ltd. at Leaside - Local 466, International Printing Pressmen and Assistants' Union of North America (AFL-CIO/CLC): A 24-month renewal agreement effective from Sept. 3, 1973 to Aug. 31, 1975, covering 500 employees, settled after a work stoppage. (Previous agreement expired Aug. 31, 1973.)

**Wages:** Effective      Sept. 3/73      Sept. 2/74      Mar. 3/75

General Increases	31¢	19¢	20¢
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Job Class Increments	13¢ (12½¢)	13½¢	14¢
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	Sept. 3/73	Sept. 2/74	Mar. 3/75
Group 16 (includes Helper)	\$3.525 (\$3.19)	\$3.74	\$3.965
Group 4 (includes Electrician)	\$5.195 (\$4.80)	\$5.47	\$5.755
Retroactivity:	Hours worked during period Sept. 1 to Oct. 10, 1973 - the date the strike commenced.		
Paid Vacation:	Effective in 1974, a fifth week of vacation or vacation pay, at the option of the employee, after 22 (25) years' service.		
Health and Welfare:	Effective Jan. 1, 1974, the employer pays 100% (65%) of premiums for all coverage.		
Pension Plan:	Effective Jan. 1, 1974, \$4.50 (\$3.50) per month for each year of service; effective Jan. 1, 1975, \$5 per month for each year of service.		
Bereavement Leave:	5 (3) days' paid leave in event of death of husband or wife.		
Meal Allowance:	\$1.75 (\$1.50).		
Safety Shoe Allowance:	\$14 (\$12) per year.		

#### PRIMARY METALS

Chromasco Corporation Limited at Haley - Steelworkers, Local 4632 (AFL-CIO/CLC): A 24-month renewal agreement effective from Oct. 19, 1973 to Oct. 18, 1975, covering 230 employees, settled at the bargaining stage. (Previous agreement expired Oct. 18, 1973.)

Wages:	Effective	Oct. 19/73	Apr. 21/74	Oct. 20/74	Apr. 20/75
	General Increases	30¢	10¢	18¢	15¢
	Additional Adjustments	7¢-11¢ due to inequity adjustments			
Furnace Operator	\$3.18 (\$2.88)	\$3.28	\$3.46	\$3.61	
Electrician - 1st Class	\$3.71 (\$3.34)	\$3.81	\$3.99	\$4.14	

Shift Premiums: 0 - 14¢ - 19¢ (0 - 12¢ - 17¢).

Weekend Premiums: 15¢ per hour (new) for work scheduled on a Saturday or Sunday as part of the regular work week. Premium is applicable to regular rate for purpose of calculating overtime.

Meal Allowance: \$1.75 (\$1.25) for employees who work overtime after regular shift, without prior notice.

Paid Holidays: Civic Holiday is added for a total of 10 (9).

Statutory Holiday Premium: 15¢ per hour (new) for work scheduled on a statutory holiday as part of the regular work week. Premium is applicable to regular rate for purpose of calculating overtime.

Paid Vacations: 2 weeks after 1 (2) years, 3 weeks after 5 (10) years, 4 weeks after 15 (20) years and 5 weeks (new) after 25 years.

Welfare: Life Insurance and A.D.& D. - Employer pays 100% (previously 75%) of the premiums for benefits of \$7,000 (\$6,000).

Weekly Indemnity - Employer pays 80% (75%) of the premiums for plan which provides benefits of \$60 (\$50) per week, payable on a 1-8-52 basis.

OHIP - Employer pays 80% (75%) of the premiums for OHIP.

Major Medical Plan (includes drugs) - Employer pays 80% (75%) of the premiums for major medical plan with deductibles reduced to \$25 (\$50) for single employees and \$50 (\$100) for married employees with 80% of remaining expenses paid.

Safety Shoe Allowance: Employer pays \$10 (\$5) per pair of safety shoes up to a maximum of 2 pairs per employee per year.

#### TRANSPORTATION EQUIPMENT

National Steel Car Corporation Ltd. at Hamilton - Local 7135, United Steel-workers of America (AFL-CIO/CLC): A 24-month renewal agreement effective from Oct. 5, 1973 to Oct. 5, 1975, covering 1,000 employees, settled after a work stoppage. (Previous agreement expired May 8, 1973).

Wages:	Effective	Oct. 5/73	Oct. 5/74
	General Increases	45¢	40¢
	Skilled Trades Adjustment	5¢	5¢
	Janitor	\$3.823 (\$3.373)	\$4.223
	Die Sinker Grade 1	\$5.136 (\$4.636)	\$5.586

Retroactivity: 45¢ per hour for labourers and production workers and 50¢ per hour for skilled workers for hours worked during period May 8 to June 10, 1973 - the date the strike commenced.

Shift Premiums: 0-14¢-17¢ (0-12¢-15¢).

Paid Vacations: 6 weeks (new) after 30 years' service.

Welfare: Major Medical Plan (new) - 90% of prescription drug expenses are paid after deductibles of \$25-\$50. Employer pays premium cost.

Weekly Indemnity - Effective Nov. 1, 1974, benefits increase to \$88 (\$77) per week.

Pension Plan: Effective June 1, 1973, basic benefits are \$6 (\$5.50) per month for each year of service. Supplemental benefits are unchanged at \$4.50 per month per year of service.

Safety Allowances: After 3 months' seniority, employees will receive 50% of the cost of safety boots up to a maximum of 2 pairs per year and up to \$20 towards the purchase of safety glasses.

#### ELECTRICAL PRODUCTS

Franklin Manufacturing Company (Canada) Ltd. at Galt - Local 1246, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from Sept. 16, 1973 to Sept. 15, 1976, covering 445 employees, settled at the mediation stage. (Previous agreement expired Sept. 15, 1973.)

Wages:	Effective	<u>Sept. 16/73</u>	<u>Sept. 16/74</u>	<u>Sept. 16/75</u>
General Increases		34¢	23¢	27¢
Additional Adjustments	6¢ for skilled tradesmen			
Cost-of-Living Fold-In	Maximum of 7¢ from previous contract folded into rates			
Labour Group 1 (includes General Production and Janitor)	\$3.59 (\$3.18)	\$3.82	\$4.09	

Sept. 16/73 ~ Sept. 16/74 Sept. 16/75

	Labour Group 11 (includes Plant Electrical Maintenance "A")	\$4.53 (\$4.06)	\$4.76	\$5.03
Shift Premiums:	0 - 18¢ - 21¢ (0 - 15¢ - 18¢). Effective Sept. 16, 1974, 0 - 20¢ - 23¢.			
Paid Holidays:	Effective Oct. 17, 1973, Remembrance Day is added for a total of 11 (10).			
Paid Vacations:	Effective Jan. 1, 1974, 2 weeks after 1 (2) year, 3 weeks after 6 (8) years and 4 weeks (new) after 15 years.			
Bereavement Leave:	Effective Sept. 16, 1974, brother-in-law and sister-in-law included in immediate family.			
Welfare:	<u>Life Insurance Plan</u> - Effective Sept. 16, 1974, benefits increase to \$6,000 (\$5,000). Effective Sept. 16, 1975, \$7,000.			
	<u>Weekly Indemnity Plan</u> - Benefits increase to \$80 (\$70) per week, payable on a 1-4-26 basis. Effective Oct. 17, 1973, benefit period increases to maximum of 52 (26) weeks.			
	<u>Drug Plan</u> - Effective Nov. 1, 1973, Blue Cross Drug Plan with 35¢ deductible per prescription replaces Blue Cross Extended Health Care Benefit Plan with deductibles of \$10 for single and \$20 for married employees.			
Pension Plan:	Effective Sept. 16, 1974, employer pays 40¢ per day to maximum of \$2 per week per employee to pension fund (new). Effective Sept. 16, 1975, employer pays 80¢ per day to maximum of \$4 per week per employee.			
Safety Shoes:	Effective Oct. 17, 1973, employer pays \$10 (\$5) per calendar year toward purchase of safety shoes.			

#### NON-METALLIC MINERAL PRODUCTS

Fibreglas Canada Limited, Sarnia Plant - Oil Workers, Local 9-14 (AFL-CIO/CLC):  
 A 31-month renewal agreement effective from July 6, 1973 to Jan. 31, 1976, covering 450 employees, settled at the mediation stage. (Previous agreement expired July 6, 1973.)

<u>Welfare:</u>	<u>Effective</u>	<u>July 6/73</u>	<u>May 3/74</u>	<u>Oct. 4/74</u>
General Increases		8%	7½%	6%
Additional Adjustments		15¢ - 46¢ due to reclassifications of 5 positions		
Grade 11 (Labourer)		\$3.96 (\$3.67)	\$4.26	\$4.52
Grade 3 (includes Electrician, 1st Class)		\$5.63 (\$5.21)	\$6.05	\$6.41
<u>Shift Premiums:</u>	Effective Oct. 7, 1973, 0 - 25¢ - 40¢ (0 - 20¢ - 35¢).			
<u>Hours of Work:</u>	Effective May 3, 1974, hours of work reduced to 37-1/3 at present hours of work average 42 per week).			
<u>Paid Vacations:</u>	3 weeks after 3 (5) years, 4 weeks after 10 (15) years and 5 weeks after 20 (25) years.			
<u>Welfare:</u>	<u>Life Insurance</u> - Effective Nov. 1, 1973, benefits range from \$11,500 to \$13,500 (at present \$10,000 to \$12,000), scaled according to earnings. Effective Oct. 1, 1974, benefits range from \$13,000 to \$15,000.			
	<u>Weekly Indemnity Plan</u> - Effective Oct. 7, 1973, benefits range from \$110 to \$130 per week (previously \$100 to \$120), scaled according to earnings, payable on a 1-3-39 basis. Effective May 31, 1974, benefits range from \$120 to \$140. Effective Oct. 4, 1974, benefits range from \$125 to \$140.			
	<u>Long Term Disability Plan</u> - Effective Oct. 7, 1973, benefits increase to 55% (50%) of base earnings.			

## CHEMICAL AND CHEMICAL PRODUCTS

Polysar Ltd. at Sarnia - Local 9-14, Oil, Chemical and Atomic Workers' International Union (AFL-CIO/CLC):  
 A 31-month renewal agreement effective from Sept. 8, 1973 to Apr. 8, 1976, covering 1,550 employees, settled at the post conciliation bargaining stage.

<u>Wages:</u>	<u>Effective</u>	<u>Sept. 8/73</u>	<u>July 8/74</u>	<u>Dec. 8/74</u>
General Increases		8%	7.5%	6%

	Sept. 8/73	July 8/74	Dec. 8/74
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Labourer	\$4.02 (\$3.72)	\$4.32	\$4.58
J Journeyman	\$5.63 (\$5.21)	\$6.05	\$6.41

Hours of Work: Effective July 8, 1974, an average of 37.3 (40) hours per week.

Shift Premiums: 0-25¢-40¢ (0-20¢-35¢).

Paid Vacations: 3 weeks after 3 (5) years' service, 4 weeks after 10 (15) years and 5 weeks after 20 (25) years. Payment will be provided in lieu of additional vacations owing in 1973.

Welfare: Major Medical - Employer pays 85% of premium cost for retirees.

Long Term Disability - Benefits are increased to 55% (50%) of basic wage.

Pension Plan: Retirees, including disabled and widows of retirees who retired prior to 1960, will receive an additional \$40 per month; those who retired between Jan. 1, 1961 and Dec. 31, 1965 will receive an additional \$25 per month and those who retired between Jan. 1, 1966 and Oct. 7, 1973 will receive an additional \$15 per month.

Jury Duty and Court Witness: An employee summoned for jury duty or subpoenaed as a witness receives jury or witness fee in addition to his straight time pay (formerly employer made up difference).

#### MISCELLANEOUS MANUFACTURING

MCA Records (Ontario) Limited at Cornwall - Electrical Workers, Local 539 (I.U.E.) (CLC): A 24-month renewal agreement effective from July 23, 1973 to July 22, 1975, covering 250 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired July 23, 1973.)

Details of this settlement are not available for publication.

## COMMUNICATION

Government of Canada (Treasury Board) - Canadian Postmasters Association (Ind.)  
(revenue postal operations group): A 36-month renewal agreement effective from Oct. 1, 1972 to Oct. 5, 1975, covering 8,210 employees, settled at the post conciliation bargaining stage.

Wages:	Effective	<u>Oct. 8/73</u>	<u>Oct. 7/74</u>
<u>Group Postmasters</u>			
Group 1 (formerly Groups 1 and 2)	\$2.40/hour (\$1,000/year)		\$2.55
Group 6 (formerly Groups 11 and 12)	\$3.15/hour (\$5,000/year)		\$3.40
<u>Grade Post Offices</u>			
Full-time Assistant (Grades 1 and 2)	\$5,773-\$6,136 (\$4,752-\$5,051)		\$7,045-\$7,488
Postmaster (Grade 6)	\$9,590-\$10,192 (\$8,556-\$9,093)		\$10,275-\$10,920
Retroactivity:	For period Oct. 1, 1972 to Oct. 7, 1973, a lump sum payment of \$55 per month for postmasters, senior assistants and full-time assistants in Grade Post Offices and \$85 per month for employees in Post Offices Groups 1 to 12.		
Annual Rental Rates:	Effective Oct. 8, 1973, \$230-\$650 (\$120-\$500) and effective Oct. 7, 1974, \$245-\$700.		
Supervising Postmasters Allowances:	Effective Apr. 1, 1973, for each dependent non-accounting office -\$15; for each dependent accounting office Groups 1 to 6 - \$20; for each Grade 1 to 6 Post Office - \$35; for each authorized inspection of a rural route - \$15 (\$10).		
Shift Premiums:	18¢ (15¢) per hour.		
Call-back Pay:	Guarantee of 3 (2) hours' work or pay in lieu for part-time assistants.		
Work on Second Day of Rest:	Double time for all hours worked provided the employee has worked his first day of rest (formerly time and one-half rate for hours worked).		
Acting Pay:	Applies from the first shift after 3 (5) shifts worked.		
	When required to perform the duties of a position at a higher classification level for a period of more than 20 consecutive full shifts, an employee will be paid for the acting period in excess of 20 consecutive full shifts as if he had been promoted to the higher classification level (new).		

Pay for Locking Lobby Doors: 1 ( $\frac{1}{2}$ ) hour's pay on each occasion an employee is required to return to the post office for this purpose.

Paid Vacations: Effective Jan. 1, 1973, 4 weeks after 15 (20) years' service, 5 weeks (new) after 30 years.

Severance Pay: When the employment of an employee is terminated by death, his severance pay entitlement will be paid to his estate (new).

Bereavement Leave: Step-father, step-mother, foster parent and ward of the employee resident in his household are now included in "immediate family" for up to 4 days' paid leave plus 3 days' special paid leave for the purpose of travel, when necessary.  
Grandchild is included for 1 day's paid leave.

Other Paid Leave: 1 day's paid leave for adoption of child (new).

#### RETAIL TRADE

Liquor Control Board of Ontario - Liquor Control Board of Ontario and Liquor Licence Board of Ontario Employees' Association (Ind.): A 24-month renewal agreement effective from July 1, 1973 to June 30, 1975, covering 3,000 employees, settled at the bargaining stage.

Wages:	Effective	<u>July 1/73</u>	<u>July 1/74</u>
General Increases		9%	7%
Clerk 1		\$5,061-\$5,708 (\$4,644-\$5,237)	\$5,415-\$6,107
Licence Inspector 2		\$10,819-\$12,175 (\$9,926-\$11,170)	\$11,576-\$13,027

Other terms of the contract are not available at this time.

#### EDUCATION AND RELATED SERVICES

Hamilton City Board of Education - Local 1344, Canadian Union of Public Employees (CLC) (part-time cleaning and cooking staff): A 24-month renewal agreement effective from Oct. 1, 1973 to Sept. 30, 1975, covering 315 employees, settled at the bargaining stage. (Previous agreement expired Sept. 30, 1973.)

	<u>Effective</u>	<u>Oct. 1/73</u>	<u>Oct. 1/74</u>
Wages:	General Increases	8½%	8½%
	Cleaner	\$2.82 (\$2.60)	\$3.06
Call-Back Pay:	Minimum of 3 hours at time and one-half for all employees called back after regular shift (previously minimum of 2 hours at time and one-half for employees who work less than 40 hours and minimum of 3 hours at time and one-half for employees on a 40-hour work week).		
Rest Periods:	15 (10) -minute paid rest period after any 3 consecutive hours of work.		
Shift Premiums:	12¢ (10¢) per hour for afternoon shifts where majority of hours worked fall after 6 p.m., except for employees at swimming pools where premium is paid when most hours worked fall after 5 p.m..		
Paid Vacations:	1 ( $\frac{1}{2}$ ) day per month of service for employees with less than 1 year's service, to maximum of 2 weeks' vacation.  4 weeks after 14 (15) years and 5 weeks after 23 (25) years.		
Welfare:	<u>Life Insurance</u> - Employer pays 75% (66-2/3%) of premiums for life insurance. Benefit for widowed, divorced or legally separated employees with at least one dependent child and for employees supporting permanently unemployable husbands is two times basic salary up to maximum of \$8,500 (same). For all other employees, benefit is \$4,000 (previously \$2,000 for employees with "single status" and \$4,000 for employees with "married or equivalent status", according to Income Tax Act).  <u>OHIP, Extended Health Care Plan (including drug coverage)</u> and <u>Semi-Private Hospitalization Plan</u> - Employer pays 75% (66-2/3%) of plan premiums for employees not covered by spouse.		
Contracting Out:	No employee with 1 (2) year's seniority as of Oct. 1, 1973 (previously July 1, 1971) may be laid off as a direct result of contracting out of work performed by such employee.		

The University of Guelph - Local 1334, Canadian Union of Public Employees (CLC) (firemen, trades, services and maintenance employees):  
A 24-month renewal agreement effective from May 1, 1973 to Apr. 30, 1975, covering 400 employees, settled at the mediation stage. (Previous agreement expired Apr. 30, 1973.)

Wages: Settlement pay of \$100 for all employees on strength as of Nov. 9, 1973, pro-rated for employees hired after May 1, 1973 and before Nov. 9, 1973.

Effective	<u>May 1/73</u>	<u>May 1/74</u>
General Increase	28¢-40¢	7%
Building Custodian I	\$2.86 (\$2.55)	\$3.06
Electrician	\$4.73 (\$4.34)	\$5.06

Job rates are paid upon completion of 6-month qualifying period except for tradesmen, whose qualifying period is 3 months. Probationary period is 3 months.

Shift Premiums: 0-12¢-17¢ (0-12¢-15¢).

Firemen receive lump sum of \$150 (new) yearly in lieu of shift premiums, pro-rated according to service. In 1973, this sum will be \$100 for the period May 1 to Dec. 31.

Shift Scheduling: Employees rescheduled without 24 hours' notice receive pay at time and one-half for first shift on revised schedule (new).

Saturday Premium: 17¢ (15¢) per hour for shift work in which more than 50% of time worked falls on Saturday.

Wash-up Period: One 5-minute paid wash-up period immediately prior to end of each shift (new).

Paid Holidays: One floating holiday is added for a total of 11 (10). In 1973 only, this floater will be taken as 2 half-days so as to give employees full days off Dec. 24 and Dec. 31.

Paid Vacations: 4 weeks after 18 (20) years' continuous service.

Sick Leave: After 3 months' continuous employment, employee is entitled to sick leave with full regular pay, without premiums, until eligible for long-term salary continuation benefits (previously sick leave entitlement accumulated with service to maximum of 60 working days after 60 months' employment).

Effective in each 6-month period following Jan. 1, 1974, paid sick leave commences on second full day of absence for third period of absence and on third full day of absence for fourth period of absence, except for employees with chronic medical conditions (new).

Welfare: Effective Jan. 1, 1974, employer pays 66 2/3% (50%) of premiums for life insurance, extended health care, long-term disability and OHIP plans.

University of Waterloo - Local 793, Canadian Union of Public Employees (CLC):  
 A 24-month renewal agreement effective from July 1, 1973 to June 30, 1975, covering 252 employees, settled at the bargaining stage. (Previous agreement expired June 30, 1973.)

	Effective	<u>July 1/73</u>	<u>July 1/74</u>
Wages:			
Increases		29¢ - 33¢	6% or the percentage difference in the Consumer Price Index between July 1972 - June 1973 and July 1973 - June 1974, whichever is greater
Classification III (includes Custodian I)		\$3.47 (\$3.18)	To be determined
Classification VIII (includes Electrician)		\$4.92 (\$4.60)	To be determined
Probationary Period:		75 full working days (previously 12 full calendar weeks).	
Heavy Equipment Premium:		25¢ per hour (new) for employee assigned to operate heavy equipment.	
Shift Premiums:	0 - 15¢ - 20¢	(0 - 15¢ - 15¢).	
Bereavement Leave:		3 days (previously from minimum of 1 to maximum of 3 days, as required) for death in immediate family.	

#### HEALTH AND WELFARE SERVICES

Victoria Hospital at London - Office Employees (AFL-CIO/CLC): A 12-month first agreement effective from Oct. 22, 1973 to Oct. 21, 1974, covering 300 employees, settled at the arbitration stage.

	Effective	<u>Jan. 1/73</u>	<u>Jan. 1/74</u>
Wages:		Retroactive pay applies to all employees on payroll as of Jan. 1, 1973, to be pro-rated for new employees. Former employees must claim retroactive payments within 30 days.	
General Increases		7% (applied to all steps in all classifications, rounded to the nearest dollar)	8% (applied to all steps in all classifications, rounded to the nearest dollar)

Jan. 1/73

Jan. 1/74

Additional Adjustments	Varying amounts granted for certain reclassified occupations	
Level 1 (includes Junior Clerk)	\$363 - \$439 (\$340 - \$410)	\$393 - \$474
Level 4.5 (includes Medical Secretary, previously in Level 4)	\$482 - \$578 (\$425 - \$510)	\$520 - \$624
Level 7 (includes Accountant)	\$615 - \$763 (\$575 - \$713)	\$664 - \$824

Probationary period is 3 months. Maximum rates reached in 5 annual increments in Levels 1 and 4.5, and in 6 annual increments in Level 7.

Hours of Work: 37½ (38½) hours per week exclusive of mealtime or average of 75 (77) hours bi-weekly.

Rest Periods: Two 10-minute rest periods, one in each half-shift, or one 20-minute rest period, whichever employer deems more convenient (previously employee received two 10-minute rest periods).

Overtime Pay: Time and one-half after 7½ (7-7/10) hours daily or 75 (77) hours bi-weekly.

Paid Vacations: 3 weeks after 5 (7) years and 4 weeks (new) after 15 years.

Bereavement Leave: Mother-in-law and Father-in-law included in 1 day's paid leave to attend funeral of close relative.

Jury Duty Pay: Employer makes up the difference between jury duty pay and regular pay, up to 37½ (38½) hours per week.

Leave of Absence: Up to 6 employees per calendar year and 1 representative per department at any one time may be granted up to 30 days unpaid leave to attend union conferences, seminars or training courses provided that requests are submitted 14 days in advance and hospital can continue proper operation (new).

Welfare: OHIP - Effective Nov. 1, 1973, employer pays 80% of the premiums for OHIP (previously 66-2/3% for employees without dependents and 92% for employees with dependents).

Semi-Private Hospitalization Plan - Effective Nov. 1, 1973, employer pays 75% (66-2/3%) of the premiums.

Technological Change: In event of technological change, employer will notify union in advance and efforts will be made to retrain displaced employees (new).

Union Security: Dues deduction is voluntary for employees as of Aug. 20, 1973 and compulsory for employees hired after Aug. 20, 1973, payable upon completion of probationary period (new).

Note: Provisions in brackets refer to changes from previous personnel policy.

#### FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute (Ind.) (scientific regulation group): A 27-month renewal agreement effective from July 2, 1973 to Oct. 5, 1975, covering 460 employees, of which 300 are located in Ontario, settled at the bargaining stage. (Previous agreement expired July 1, 1973.)

Wages:	Effective	<u>July 2/73</u> (for 14 months)	<u>Aug. 26/74</u> (for 13 months)
General Increases		6-3/4%	6%
Additional Adjustments			Bottom of SG1 wage scale will reflect any change in recruiting rate
SG1	\$7,320 - \$12,420 (\$6,900 - \$11,640)		\$7,320 - \$13,140
SG7	\$19,398 - \$22,717 (\$18,171 - \$21,281)		\$20,562 - \$24,080

Probationary period is 1 year. Maximum rates for SG1 reached after automatic 6-month increments of \$240 each; maximum rates for SG7 reached after 4 annual increments of varying amounts.

Hours of Work: Flexible work week and its implementation will be discussed.

Paid Vacations: Broken service in the federal Public Service will be counted towards vacation entitlement, except where employee has received severance pay in respect of that service.

Travel Pay: Time spent in travel following expiration of first hour after regular hours on a normal work day is compensated at one-half of employee's straight time rate up to a maximum of 7½ hours (previously no compensation for travel in excess of regular hours on a normal work day).

Time spent in travel on days of rest or designated holidays is compensated at a rate of half of employee's straight time rate up to a maximum of  $7\frac{1}{2}$  hours, with a minimum of 2 hours' pay (previously compensated for one-third of total transit time at straight time rate with a minimum of 2 hours' pay).

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (veterinary science group): A 30-month renewal agreement effective from July 2, 1973 to Dec. 28, 1975, covering 520 employees, settled at the conciliation officer stage.

<u>Wages:</u>	<u>Effective</u>	<u>July 2/73</u> (15 months)	<u>Sept. 30/74</u> (15 months)
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Increases -

VS-1 and 2	8%	$7\frac{1}{2}\%$
VS-3, 4 and 5	$7\frac{3}{4}\%$	$7\frac{1}{2}\%$
VS-1	\$12,120-\$15,943 (\$11,222-\$14,762)	\$13,029-\$17,139
VS-5	\$22,165-\$26,389 (\$20,571-\$24,491)	\$23,827-\$28,368

Overtime Pay: No employee will be required to work more than 367 hours of overtime per year (new).

Shift Premiums: 0-\$1.50-\$2.00 per shift (0-12¢-18¢ per hour).

Paid Vacation: Effective Oct. 1, 1974, 4 weeks' after 12 (15) years' service.

Broken service in the federal public service will be counted towards vacation entitlement unless the employee has received severance pay in respect of that service (new).

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (nursing group): A 24-month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 2,240 employees, settled at the arbitration stage.

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 1/73</u>	<u>Jan. 1/74</u>
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General Increases

Nurse 1 (Maritimes)	7.3%	11%
All Other Classifications	6.5%	6.5%

<u>Annual Rates</u>	<u>Jan. 1/73</u>	<u>Jan. 1/74</u>
Nurse 1 (Maritimes)	\$6,938-\$8,303 (\$6,466-\$7,738)	\$7,701-\$9,216
Nurse 1 (Québec, Ontario, Northwest Territories and Yukon Territory)	\$7,809-\$9,275 (\$7,367-\$8,750)	\$8,317-\$9,878
Nurse 3	\$9,157-\$11,660 (\$8,639-\$11,000)	\$9,752-\$12,418
Nurse 6	\$14,355-\$17,641 (\$13,542-\$16,642)	\$15,288-\$18,788

Note - The classification of Nurse 1 is paid on a regional basis. Classifications 2 to 6 are the same across the country.

#### PROVINCIAL ADMINISTRATION

Ontario Government - Civil Service Association of Ontario (Ind.) (administrative category): A 24-month renewal agreement effective from Oct. 1, 1973 to Sept. 30, 1975, covering 2,700 employees, settled at the bargaining stage.

<u>Wages:</u>	<u>Effective</u>	<u>Oct. 1/73</u>	<u>Oct. 1,/74</u>
	Increases	6½% -9½%	6%

#### Weekly Rates

Tax Auditor 1	\$177.00-\$215.00 (\$164.00-\$199.00)	\$187.50-\$228.00
Public Relations Officer 3	\$262.75-\$319.75 (\$243.25-\$296.00)	\$278.50-\$339.00

Wages only negotiated at this time.

Ontario Government- Civil Service Association of Ontario (Ind.) (scientific and technical services category): A 24-month renewal agreement effective from Oct. 1, 1973 to Sept. 30, 1975, covering 4,000 employees, settled at the bargaining stage.

<u>Wages:</u>	<u>Effective</u>	<u>Oct. 1/73</u>	<u>Oct. 1/74</u>
	Increases	7½% - 9%	6%
<u>Weekly Rates</u>			
Highway Construc-		\$171.00-\$200.25	\$181.25-\$212.25
tion Inspector 1		(\$157.50-\$184.50)	
Legal Survey		\$275.00-\$334.25	\$291.50-\$354.25
Examiner 3		(\$254.50-\$309.50)	

Wages only negotiated at this time.

#### LOCAL ADMINISTRATION

Hamilton City - Local 167, Canadian Union of Public Employees (CLC) (inside employees): A 15½-month renewal agreement effective from Oct. 16, 1973 to Jan. 31, 1975, covering 615 employees, settled after a work stoppage. (Previous agreement expired Jan. 31, 1973.)

<u>Wages:</u>	<u>Effective</u>	<u>Feb. 1/73</u>	<u>Aug. 1/73</u>	<u>Feb. 1/74</u>
	General Increases	9.31%	3.41%	5.41%
<u>Weekly Rates</u>				
Clerk Typist		\$108.52	\$112.22	\$118.29
Grade 111		(\$ 99.28)		
(start)				
Accountant		\$232.17	\$240.09	\$253.08
Grade 111		(\$212.41)		
(maximum)				

Note:-The general increases apply to present employees and to future employees hired into classifications above A-2 (\$112.60-\$127.94). Future employees hired into classifications in categories up to and including A-2 will receive \$90 per week for the first 6 months of employment and thereafter will be paid on the basis of the following increases being applied to the Feb. 1, 1972 rates: Effective Oct. 11, 1973 - 4%;effective Feb. 1, 1974 - 2%.

<u>Hours of Work:</u>	Effective Oct. 15, 1973, employees at Macassa Lodge will work 38½ (40) hours per week; other employees work 36½ hours per week (no change).
<u>Shift Premiums:</u>	0-17¢-19¢ (0-15¢-16¢).

Paid Vacation: Effective Jan. 1, 1974, 2/3 ( $\frac{1}{3}$ ) day per month vacation credit with less than 12 months' service; 3 weeks after 5 (7) years' service; 3 weeks after 3 years' service for employees on a 7-day week operation who are not in receipt of a shift premium (new); 6 weeks (new) after 30 years.

Health and Welfare: Prescription Drug Plan - To be effective Nov. 1, 1973, with premium costs fully paid by employer and 35¢ per prescription payment by employee. Employees will receive 3¢ per hour worked from Feb. 1, 1973 to date of implementation of the plan.

## ADDENDUM

This addendum consists of one settlement ratified in May 1973 and two settlements ratified in August 1973.

## NON-METALLIC MINERAL PRODUCTS

Ready-Mix Companies at Ottawa - Local 230, International Brotherhood of Teamsters (Ind.): Seven 24-month renewal agreements effective from Mar. 1, 1973 to Feb. 28, 1975, covering 300 employees, settled at the mediation stage and ratified in May, 1973. (Previous agreements expired Feb. 28, 1973.)

Wages:	Effective	Mar. 1/73	Sept. 1/73	Mar. 1/74	Sept. 1/74
General Increases		40¢	30¢	30¢	40¢
Labourer		\$4.63 (\$4.23)	\$4.93	\$5.23	\$5.63
Mixer Truck Driver		\$4.73 (\$4.33)	\$5.03	\$5.33	\$5.73
Class "A" Mechanic		\$5.08 (\$4.68)	\$5.38	\$5.68	\$6.08

Shift Premium: 10¢ per hour for drivers and 15¢ per hour for maintenance and garage employees (previously 10¢ per hour for all employees) working after 5:00 p.m. at straight time rates on regular night shift.

Premium of \$1.00 for employees required to work after 7:00 p.m. is eliminated.

Paid Holidays: Boxing Day is added for a total of 9 (8).

Paid Vacations: Vacation pay of 6% for all employees; 3 weeks after 1 year (same), 4 weeks (new) and 6% after 10 years.

Welfare: Life Insurance and A.D. & D. Plans - Effective July 1, 1973, benefits increase to \$8,000 (\$6,000).

Weekly Indemnity Plan - Effective July 1, 1973, benefits increase to \$90 (\$60) per week, payable from the first day of accident and eighth day of illness for a maximum of 26 (13) weeks.

Extended Health Care Plan - Effective July 1, 1973, plan covers prescribed drugs, prescribed eye glasses to maximum of \$40 during two years, ambulance service and semi-private hospitalization (previously semi-private hospitalization only), with \$25 deductible not applicable to eye glasses.

## WOOD

Custom Sawmill (Hearst) Limited, Lecours Lumber Company Limited, Levesque Planing Mill Limited and United Sawmill Company at Calstock and Hearst - Carpenters, Local 2995 (Lumber and Sawmill Workers) (AFL-CIO/CLC): Four 27-month renewal agreements effective from June 1, 1973 to Aug. 31, 1975, covering 429 employees, settled after a work stoppage and ratified in August 1973. (Previous agreements expired May 31, 1973.)

Wages:	Effective	<u>June 1/73</u>	<u>Dec. 1/73</u>
	Increases	35¢ for employees at United Sawmill; 40¢ for employees at other three companies	20¢
	General Labour (at United Sawmill)	\$3.70 (\$3.35)	\$3.90
	Electrician (Licensed) (at Lecours Lumber)	\$4.90 (\$4.50)	\$5.10
	Effective Increases	<u>June 1/74</u> Same increases apply as those shown for June 1, 1973	<u>Dec. 1/74</u> 16¢
	General Labour (at United Sawmill)	\$4.25	\$4.41
	Electrician (Licensed) (at Lecours Lumber)	\$5.50	\$5.66
Shift Premiums:	15¢ per hour (previously 12¢ at United Sawmill Company and 10¢ at other three companies).		
Paid Holidays:	January 2nd is added for a total of 11 (10).		
Paid Vacations:	4% of gross earnings for employees with less than 1,000 (1,200) days' seniority, 6% of gross earnings for employees with 1,000 (1,200) but less than 2,800 (3,000) days' seniority, 8% of gross earnings for employees with 2,800 (3,000) but less than 4,800 (5,000) days' seniority and 10% for employees with 4,800 (5,000) or more days' seniority, except at United Sawmill Company where new provision was in previous contract.		

Welfare: Life Insurance, A.D.&D., Weekly Indemnity Plan, OHIP and other medical (includes drug coverage) - Effective Sept. 1, 1973, cost to employees for improved benefits is \$5 per month. Effective June 1, 1974, cost is reduced to \$2 per month. (Previously employers paid maximum of \$19.73 per month for single and \$30.72 for married employees towards these plans at United Sawmill; employers paid 100% of premiums for life insurance, A.D.&D. and weekly indemnity and 75% of premiums for OHIP and drug plan at other three companies).

Weekly Indemnity Plan - Effective Sept. 1, 1973, benefits of 75% of earnings up to a maximum of \$110 per week (previously 70% of earnings up to a maximum of \$95 at United Sawmill and flat amounts of \$50 per week for employees at other three companies), payable from first day of accident or hospitalization and eighth day of illness for a maximum of 32 (26) weeks. Effective June 1, 1974, benefits are payable on a 1-8-37 basis.

Drug Plan - Effective Sept. 1, 1973, drug plan with deductible of 35¢ per prescription replaces plan with deductibles of \$10 for single and \$20 for married employees.

Transportation Allowance: Free transportation (by bus) provided between Hearst and Calstock for employees working at Lecours Lumber Company (new).

#### HEALTH AND WELFARE SERVICES

Peterborough Civic Hospital - Nurses' Association, Peterborough Civic Hospital (Ind.) (full-time employees): An 18-month first agreement effective from Aug. 2, 1973 to Jan. 31, 1975, covering 207 employees, settled at the conciliation officer stage and ratified in August 1973.

Wages: Retroactive pay of \$250 for employees on payroll as of Aug. 2, 1973, pro-rated for the period from Mar. 30 to Aug. 2, 1973.

	<u>Effective</u>	<u>Aug. 1/73</u>	<u>Feb. 1/74</u>
Increases	\$50 per month for Head Nurses; \$55 for Registered Nurses; \$75 for Graduate Nurses	\$40 for Head Nurse and Registered Nurses; \$32 for Graduate Nurses	
Other Adjustments	Increments increase to five at \$20 each (previously two at \$22 each) for Graduate Nurses		

	Aug. 1/73	Feb. 1/74
Registered Nurse	\$645 - \$760 (\$590 - \$705)	\$685 - \$800
Head Nurse and Teaching Nurse	\$730 - \$865 (\$680 - \$815)	\$770 - \$905

Probationary period is 60 working days within a 6-month period (previously 3 months). Maximum rates for above classifications reached after 5 annual increments.

Educational Increments: \$10 per month (new) upon successful completion of certain courses of less than 6 months' duration, provided course is utilized in regular work.

Rest Periods: Two 15 (10) -minute paid rest periods per shift.

Shift Premiums: 0 - \$1.10 - \$1.10 for all afternoon and night shifts (previously 0 - \$1.00 - \$1.00 for employees who rotate).

Shift Scheduling: Time and one-half (new) for employee required to work more than 8 consecutive shifts without 2 days off.

Time and one-half for third (fourth) weekend worked in a row.

Time and one-half (new) for change in shift without 48 hours' notice.

Time and one-half premium for above provisions does not apply during the period from Dec. 15th to Jan. 15th inclusive.

Standby Pay: \$6.00 (\$5.00) for each 8 hours of standby.

Overtime Pay: Time and one-half after 7½ hours per day with no overtime paid for work performed during first 30 minutes (previously overtime paid for one hour or more worked).

Temporary Responsibility Pay: \$1.75 per shift for General Duty Nurse assigned to position of Charge Nurse in absence of Head Nurse after one shift (previously after three shifts).

\$1.00 per shift for General Duty Nurse on afternoon or night shift, assigned to position of Charge Nurse after one shift (previously after three shifts).

Paid Holidays: Effective in 1974, one floating holiday is added for a total of 10 (at present 9).

Sick Leave: Upon completion of probationary period, employee is credited with 4½ days' sick leave (new).

Credits accumulate at a rate of 1½ (1¼) days per month up to a maximum of 120 (90) days.

Sick leave is not paid for the first 2 days of fourth and subsequent illnesses in each calendar year, except to employees with 42 months' service who have 42 days of sick credits (previously employees with sufficient credits received pay for all sick leave).

Upon termination of employment after 5 years' service, employee receives cash payment for 50% of unused sick leave credits up to a maximum of 60 (45) days' pay.

Bereavement Leave: Grandchild included in one day's paid leave to attend funeral.

Leave of Absence: Up to 2 employees may be granted unpaid leave for Association business up to a maximum of 20 working days in one calendar year with no loss of seniority (new).

Welfare: Life Insurance - Effective Aug. 1, 1974, employer pays 50% (new) of the premiums for basic HOOGLIP, provided 75% of employees participate.

OHIP - Effective Sept. 1, 1973, employer pays 80% of the premiums for all employees (previously 66-2/3% for principal wage earners). Effective Feb. 1, 1974, employer pays 85%.

Semi-private Hospitalization - Effective Apr. 1, 1974, employer pays 50% of the premiums for semi-private hospitalisation plan for employees who participate (previously 66-2/3% for principal wage earners).

Union Security: Compulsory deduction of union dues for all employees (new).

Note: Provisions in brackets refer to changes from previous personnel policy.



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CANADA DEPARTMENT OF LABOUR  
OTTAWA

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
*(Handwritten mark)*  
IN ONTARIO REACHED DURING NOVEMBER 1973



Prepared jointly by the Canada Department of Labour  
and the Ontario Ministry of Labour



## CONTENTS

This report consists of summaries of 34 collectively bargained settlements in Ontario's non-construction industries in November 1973. This report also includes an addendum of 1 settlement which was received too late to be reported in the month in which it was ratified. The Canada Department of Labour reports on settlements for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements for bargaining units of 200 to 499 employees.

### Notes on Rates:

Two rates are consistently sought in reporting settlements; they are the after probationary rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. However, in some bargaining units these classifications do not exist and, in such cases, an attempt is made to report increases for a low rate and a high rate. For example, in an office bargaining unit, rates that might be reported could be a clerk's rate and a senior data control analyst's rate. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled occupation and for a skilled occupation in the bargaining unit.

Provisions in brackets refer to the previous agreement.

December 31, 1973



NOVEMBER SETTLEMENTS REPORTED IN THIS ISSUE

<u>COMPANY</u>	<u>UNION</u>	
Atlas Steels Company, a Division of Rio Algom Mines Limited, Welland	Steelworkers (AFL-CIO/CLC) (office and technical employees)	10
Atomic Energy of Canada Ltd., Chalk River, Ontario and Pinawa, Manitoba	Atomic Energy Allied Council (AFL-CIO/CLC)	25
Atomic Energy of Canada Limited, Chalk River	Chalk River Technicians and Technologists (CLC)	24
Atomic Energy of Canada Limited, Chalk River	Office Employees (AFL-CIO/CLC)	25
Bell Canada, Quebec and Ontario	Canadian Telephone Employees Assn. (Ind.) (clerical and associated employees)	15
Bell Canada, Quebec and Ontario	Canadian Telephone Employees Assn. (Ind.) (communications sales employees)	16
Bell Canada, Quebec and Ontario	Canadian Telephone Employees Assn. (Ind.) (craft and services employees)	16
Bell Canada, Quebec and Ontario	Traffic Employees Assn. (Ind.) (traffic operators and dining service employees)	16
Belleville General Hospital Canada Starch Company Limited, Cardinal	Service Employees (AFL-CIO/CLC)	22
Cara Operations Limited, Malton Consumers' Gas Company, Toronto and other locations in Central Ontario	Retail, Wholesale Employees (AFL-CIO/CLC)	2
Council of Printing Industries of Canada, Toronto	Hotel Employees (AFL-CIO/CLC)	27
Eddy Forest Products Limited, Espanola	Chemical Workers (AFL-CIO/CLC)	17
GWG (Eastern) Limited, Brantford	Graphic Arts Union (AFL-CIO/CLC)	9
Galtex Company Ltd., Galt	Paperworkers and Electrical Workers (I.B.E.W.) (AFL-CIO/CLC)	8
Greb Industries Limited, Kitchener	Amalgamated Clothing Workers (AFL-CIO/CLC)	7
Government of Canada (Treasury Board)	Textile Workers Union (AFL-CIO/CLC)	6
Government of Canada (Treasury Board)	United Shoe Workers (AFL-CIO/CLC)	4
Government of Canada (Treasury Board)	Professional Institute (Ind.) (biological science group)	29
Knott Hotels Company of Canada Limited (Westbury Hotel), Toronto	Professional Institute (Ind.) (commerce group)	29
Libby, McNeil & Libby of Canada, Limited, Chatham and Wallaceburg	Professional Institute (Ind.) (physical sciences group)	30
Mathews Conveyer Company Limited, Port Hope	Hotel Employees (AFL-CIO/CLC)	28
	Auto Workers (CLC)	1
	Machinists (AFL-CIO/CLC)	13

National Research Council of Canada	Professional Institute (Ind.) (research officers and research council officers)	26
William Neilson Ltd., Toronto Ontario Housing Corporation, Toronto	Food Workers (AFL-CIO/CLC)	3
Ryerson Polytechnical Institute, Toronto	Canadian Union of Public Employees (CLC) (maintenance employees)	31
Savage Shoes Limited, Preston	Ryerson Institute Faculty Assn. (Ind.)	19
Stainless Steel Equipment Manufacturers, Toronto	United Shoe Workers (AFL-CIO/CLC)	5
Steinberg's Limited, Ottawa and other locations in Ontario	Sheet Metal Workers (stainless steel section) (AFL-CIO/CLC)	12
Tele-Direct Limited, Quebec and Ontario	Retail Clerks (AFL-CIO/CLC) (retail food employees)	18
Tonka Corporation Canada Limited, Malton	Canadian Telephone Employees Assn. (Ind.) (clerical and associated employees)	26
University of Windsor	Molders (AFL-CIO/CLC)	14
Windsor City Board of Education	Canadian Union of Public Employees (CLC)	20
	Canadian Union of Public Employees (CLC)	19

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SPECIAL ITEM

Cost-of-Living Allowance Clause for:

Chrysler Canada Ltd., Ajax, Etobicoke and Windsor	Auto Workers (CLC)	32
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## FOOD AND BEVERAGE

Libby, McNeil & Libby, of Canada, Limited at Chatham and Wallaceburg - Locals 127, 251 and 35, Auto Workers (CLC): Three 36-month renewal agreements effective from Nov. 1, 1973 to Oct. 31, 1976, covering 400 employees, settled at the post-conciliation bargaining stage. (Previous agreements expired Oct. 31, 1973).

Wages:	Effective	Nov. 1/73	Nov. 1/74	Nov. 1/75
General Increases		30¢	20¢	15¢
Cost-of-Living Fold-In	Entire 37¢ cost-of-living was folded into rates			
Additional Adjustments	20¢ for skilled tradesmen	5¢ for skilled tradesmen		
Group 1 (Light Production)	\$3.93 (\$3.26)		\$4.13	\$4.28
Group 15 (includes Electrician)	\$5.52 (\$4.65)		\$5.77	\$5.92
Cost-of-Living Allowance:	Effective Nov. 1, 1973, 5¢ cost-of-living is guaranteed until Oct. 31, 1974. Effective Nov. 1, 1974, 1¢ per hour per 0.5 change above the October 1974 Index (1961=100) will be paid commencing after Feb. 15, 1975, to be adjusted quarterly.			
Shift Premiums:	15¢ (10¢) for afternoon shift; 20¢ (new) for night shift.			
Paid Holidays:	Easter Monday is added for a total of 12 (11).			
Paid Vacations:	Effective in 1974, 3 weeks after 7 (8) years, 4 weeks after 15 (16) years and 5 weeks after 24 (25) years. Effective in 1975, 3 weeks after 6 years and 5 weeks after 23 years. Effective in 1976, 3 weeks after 5 years and 5 weeks after 22 years.			
Welfare:	<u>Weekly Indemnity</u> - Benefits for sickness plan paid for by employer and employee on cost-sharing basis and benefits from company-paid plan are payable from the first day of accident and fourth (eighth) day of illness for a maximum of 52 weeks. <u>Dental Plan</u> - Effective Jan. 1, 1974, employer pays 100% (new) of the premiums for dental plan for regular employees and present pensioners.			
Pension Plan:	\$6 (\$5) per month per year of service. Effective Nov. 1, 1974, benefits increase to \$6.50. Effective Nov. 1, 1975, to \$7.			

An additional \$1 per month per year of service for present pensioners.

\$150 (\$125) per month is payable in the event of retirement due to permanent and total disability.

**Separation  
Payment Plan:**

Lump sum payment is made from S.U.B. Fund to employee at age 57 (60) who retires or is retired, depending on credited service.

**Supplementary  
Unemployment  
Benefits Fund:**

Employee receives benefits of the lesser of 75% of weekly pay or \$70 (\$50) per week plus \$2 additional for up to 6 dependent children.

S.U.B. is payable during U.I.C. waiting periods.

Short Work Week benefits provide 80% (new) of regular earnings for lost hours up to 40.

**Lead Hand  
Premium:**

20¢ (15¢) per hour for production employees.

20¢ (15¢) for skilled tradesmen who supervise less than 4 employees

40¢ (30¢) for skilled tradesmen who supervise 4 employees or more.

**Safety  
Prescription  
Glasses:**

Employer provides safety prescription glasses for skilled tradesmen (new).

The Canada Starch Company Limited at Cardinal - Local 483, Retail, Wholesale Employees (AFL-CIO/CLC): A 32-month renewal agreement effective from Nov. 16, 1973 to Apr. 15, 1976, covering 385 employees, settled with mediation assistance during a work stoppage. (Previous agreement expired Aug. 1, 1973.)

**Wages:**

	<u>Effective</u>	<u>Nov. 19/73</u>	<u>Oct. 15/74</u>	<u>Oct. 15/75</u>
Increases		30¢ - 38¢	30¢ - 38¢	12¢ - 18¢
Additional Adjustments		10¢ - 13¢ due to reclassifications of some jobs		
Rate S2 (includes Wrapping Machine Operator)		\$3.02 (\$2.72)	\$3.32	\$3.44
Rate 1 (includes General Labour)		\$3.69 (\$3.39)	\$3.99	\$4.11
Rate 9 (includes Electrician Mechanic Grade 3)		\$4.59 (\$4.21)	\$4.97	\$5.15

Shift Premiums: 0 - 19¢ - 26¢ (0 - 16¢ - 23¢).

Paid Vacations: 5 weeks after 22 (25) years.

Welfare: Drug Plan - Deductible for drug plan is improved to 35¢ per prescription (previously deductibles of \$25 per person and \$50 per family per year with remaining expenses paid).

Pension Plan: Effective Oct. 15, 1974, calculation of average monthly earnings is based on the best 5 years' (previously best 5 consecutive years') earnings in the last 10 years' service.

Effective Oct. 15, 1974, pension formula for employees at age 65 with 15 years' service or more is 35% of average monthly earning plus an additional  $\frac{1}{4}\%$  for 16 to 30 years, or plus  $\frac{1}{2}\%$  for 31 to 35 years, or plus 3 $\frac{3}{4}\%$  for each year over 35 (previously 35% of average monthly earnings plus  $\frac{1}{2}\%$  for years after 15) less half the Canada Pension Plan benefit.

William Neilson Ltd. at Toronto - Local 520A, Canadian Food and Allied Workers, District 15 Council (AFL-CIO/CLC): A 24 - month renewal agreement effective from Dec. 3, 1973 to Dec. 1, 1975, covering 800 employees, settled at the bargaining stage.

Wages:	Effective	<u>Dec. 3/73</u>	<u>Dec. 3/74</u>
	Increases	23¢ - 70¢	8%
	General Labourer Warehousing Level 3	\$3.35 (\$2.65)	\$3.65
	Maintenance Level 1	\$4.90 (\$4.20)	\$5.30

Hours of Work: 38 hours per week guaranteed (previously hours of work depended on production quotas).

Shift Premiums: 0 - 15¢ - 19¢ (0 - 14¢ - 17¢).

Overtime Pay: Double time after 12 hours (new). Time and one-half for Saturday work, double time for Sunday work. (Previously time and one-half for work on the sixth consecutive day and double time for work on the seventh consecutive day).

Pay for Work on a Holiday: Double time for all hours worked (time and one-half for first 8 hours, double time thereafter).

Paid Holidays: An additional half day before Christmas for a total of 10.

Paid Vacation: 2 weeks after 1 year's service (statutory provision - 1 week with less than 2 years' seniority); 3 weeks after 7 (8) years' service; 4 weeks after 17 (18) years; 5 weeks after 25 years (unchanged).

Health and Welfare: Life Insurance - \$5,000 coverage for all employees (\$5,000 male, \$2,500 female).

Weekly Indemnity - benefits of 65% of normal gross earnings (formerly \$9.00 to \$13.50 per day scaled in accordance with salary) for the first 2 weeks. Benefits commence the first day of a non-occupational injury, the first day of hospitalization and the third day of unhospitalized illness. U.I.C. benefits are paid from the third through the 15th week (no change). (Previously U.I.C. benefits were followed by 24 weeks of Plan benefits.)

Long Term Disability - 60% of wages until return to work, age 65 or death (new).

Bereavement Leave: Brother-in-law and sister-in-law added for up to 3 days' paid leave

#### LEATHER

Greb Industries Limited at Kitchener - Locals 309 and 310, United Shoe Workers (AFL-CIO/CLC): A 24-month first agreement effective from Nov. 27, 1973 to Nov. 22, 1975, covering 214 employees, settled at the bargaining stage.

Wages: Employees on payroll as of Nov. 27, 1973 receive 10¢ per regular hours worked up to 40 hours per week, pro-rated during the period from Aug. 27, 1973 to Nov. 24, 1973.

Effective	<u>Nov. 26/73</u>	<u>Nov. 25/74</u>
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General Increases	25¢	25¢
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#### Hourly Rated Operations:

Cutting and Fitting Dept., Group E (includes Carry Repairs)	\$2.15 - \$2.67 (\$1.90 - \$2.42)	\$2.40 - \$2.92
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Lasting Dept., Group A (includes Utility Man)	\$2.78 - \$3.48 (\$2.53 - \$3.23)	\$3.03 - \$3.73
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Probationary period is 3 months. Employees are assigned to a rate within ranges shown above, depending on merit.

Paid Holidays: An employee with 3 months' service who is on jury duty qualifies for statutory holiday pay (new).

Holiday falling within employee's vacation period will be observed on first working day following employee's vacation period (new).

Paid Vacations: 3 weeks after 8 (9) years and 4 weeks after 19 (20) years.

Bereavement Leave: Son-in-law, daughter-in-law, grandparent or grandchild included in one day's paid leave.

Leave of Absence: Unpaid leave of absence may be granted for reasons other than illness or injury, provided efficiency of operations is not affected. Duration of leave (which may be extended) is as follows: 1 week for employees with 1 year's continuous service, 3 weeks for employees with 3 years' service and 4 weeks after 7 years' service (new). Seniority shall accumulate during such periods.

Unpaid leave of absence for illness or injury may be granted (and extended) for periods of 1 calendar week for each month of continuous service for employees with service of less than 2 years, for 6 months after 2 years, for 9 months after 7 years and for 12 months after 10 years. Upon return to work, employee is eligible for open vacancy available at time he is medically approved to return to work (new).

Welfare: OHIP - Employer pays \$7 per month for single employees and \$14 per month for married employees (previously 50%) towards the premiums for OHIP. Effective Nov. 25, 1974, employer pays \$7.50 for single and \$15 for married employees. Increases in OHIP premiums will be paid by employee, and decreases will be returned to employee.

Union Security: Compulsory union membership for new employees and maintenance of membership for present members (new).

Savage Shoes Limited at Preston - Local 307, United Shoe Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from Dec. 3, 1973 to Nov. 30, 1975, covering 278 employees, settled at the bargaining stage. (Previous agreement expired Nov. 30, 1973.)

Wages: Effective Dec. 3/73 Dec. 9/74

Increases	9¢-20¢ for incentive workers; 11¢-17¢ for workers on "transition" jobs; 20¢ for timeworkers	11¢-15¢ for incentive workers; 15¢-19¢ for workers on "transition" jobs; 20¢ for timeworkers
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Additional Adjustments	Rate ranges adjusted by 50¢	Reclassification programme to be completed, and "transition" classes eliminated
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Timeworked Classifications:

Group D (includes Expedite Cripples & Repairs)	\$2.00 - \$2.68 (\$1.80 - \$2.18)	\$2.00 - \$2.68
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	<u>Dec. 3/73</u>	<u>Dec. 9/74</u>
Group A (includes Cripple Cutter)	\$2.38 - \$3.33 (\$2.18 - \$2.83)	\$2.38 - \$3.33

Probationary period is 2 calendar months; maximum rates reached on merit.

Cost-of-Living Allowance:	An additional 2¢ per hour will be paid for each 2.0 full points above the base 161.0 (1961=100) in the Consumer Price Index, if July 1974 Index exceeds this base, payable on Dec. 9, 1974. Additional increase will be paid, using same formula, if there is a further increase in the January 1975 Index, payable in July 1975.
Paid Vacations:	3 weeks after 9 (10) years and 4 weeks after 23 (25) years.
	Fifth week vacation pay on thirty-fifth anniversary year only.
Bereavement Leave:	Son-in-law and daughter-in-law included in one day's paid leave to attend funeral.
Welfare:	<u>Life Insurance</u> - \$2,000 (\$1,000) for female employees.
	<u>OHIP</u> - Employer pays \$9 (\$8) per month for single employees and \$18 (\$16) for married employees towards premiums for OHIP. Effective Dec. 1, 1974, employer pays \$10 per month for single and \$20 for married employees.

#### TEXTILE

Galtex Company Ltd. at Galt - Textile Workers' Union of America (AFL-CIO/CLC):  
A 23-month renewal agreement effective from Nov. 11, 1973 to Oct. 9, 1975, covering 560 employees, settled at the mediation stage.

Wages:	Effective	<u>Nov. 11/73</u>	<u>Oct. 13/74</u>
	General Increases	9%	7%
	Adjustments (skilled classifications)	5¢	5¢
	Machine Cleaner	\$2.43 (\$2.10)	\$2.61
	Electrician	\$4.95 (\$4.54)	\$5.18

Retroactivity: For the Nov. 11, 1973 increase, a lump sum payment covering the hours worked between Oct. 10 and Nov. 10, 1973.

- Hours of Work: Effective Nov. 13, 1973, 40 (42½) hours per week for maintenance and shipping employees. All others were previously on 40 hours per week.
- Shift Premiums: Effective Nov. 11, 1973, 0 - 9¢ - 15¢ (0 - 6¢ - 12¢); effective Oct. 13, 1974, 0 - 12¢ - 18¢.
- Overtime Pay: For hours beyond the normal work day (for hours beyond the normal work week).
- Sunday Premium: Effective Nov. 11, 1973, a premium of 50¢ per hour will be paid for regular hours worked on Sunday.
- Paid Holidays: One additional, Dec. 24 in 1973 and Dec. 27 in 1974, for a total of 10.
- Paid Vacation: 2 weeks after 1 (2) year's service, 4 weeks after 15 (18) years.

#### CLOTHING

GWG (Eastern) Limited at Brantford - Local 551, Amalgamated Clothing Workers (AFL-CIO/CLC): A 22½-month reopener effective from Nov. 19, 1973 to Sept. 30, 1975, covering 360 employees, settled at the bargaining stage. (Previous agreement was to expire Sept. 30, 1975.)

<u>Wages Reopener:</u>	<u>Effective</u>	<u>Nov. 19/73</u>	<u>Oct. 1/74</u>
General Increases		13¢ - 45¢ for time-workers; 15¢ for pieceworkers	15¢ - 25¢ for time-workers; 20¢ for pieceworkers
<u><b>Timeworkers:</b></u>			
Bundle Handler		\$2.25 - \$2.37 (\$1.95 - \$2.12)	\$2.40 - \$2.52
Fully Qualified Cutter		\$3.71 - \$4.60 (\$3.51 - \$4.40)	\$3.96 - \$4.85
<u><b>Piecemworkers:</b></u>			
<u><b>Engineered Sewing Operators:</b></u>			
Group I		\$2.22 (\$2.07)	\$2.42
Group IV		\$2.34 (\$2.19)	\$2.54

Probationary period is 13 weeks. Maximum rate for Bundle Handler is reached after 3 (12) months; maximum rate for Cutter is reached on merit.

Paid Vacations: 3 weeks after 10 (15) years and 4 weeks (new) after 20 years.

Bereavement Leave: 3 (2) days' paid leave granted upon death of father, mother, husband, wife or child.

Leave of Absence: Leaves of absence for illness granted with no loss of seniority range from 3 weeks for employees with 1 year's service to 13 weeks for employees with 5 years' service (previously leaves up to maximum of 13 weeks granted to employees with 5 years' service).

#### PAPER AND ALLIED

Eddy Forest Products Limited at Espanola - Locals 74 and 156, United Paperworkers International Union and Local 956, International Brotherhood of Electrical Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1973 to Apr. 30, 1975, covering 750 employees, settled at the post-conciliation bargaining stage.

Wages:	Effective	<u>May 1/73</u>	<u>May 1/74</u>
General Increases		8½% (minimum 36¢)	8½%
Labourer		\$4.21 (\$3.85)	\$4.57
Carpenter 1st Class		\$5.70 (\$5.25)	\$6.18

Shift Premiums: Effective Nov. 10, 1973, 0 - 15¢ - 20¢ (0 - 10¢ - 17¢).

Pay for Work on Holiday: Effective Nov. 10, 1973, double time (time and one-half) after 8 hours worked on a statutory holiday.

Call-Back on Sunday: Effective Nov. 10, 1973, the greater of 6 (4) hours' pay or time and one-half rate for hours worked.

Paid Holidays: Effective Jan. 1, 1974, one additional for a total of 6 floating holidays.

Paid Vacation: Effective Jan. 1, 1974, 3 weeks after 5 (8) years' service; 6 weeks after 27 years (new): 4 hours additional pay per week taken during the period from January 1 to April 30.

Health and Welfare: Major Medical - Effective Jan. 1, 1974, deductibles \$20 (\$25) single, \$40 (\$50) family.

Weekly Indemnity - 70% of earnings on a 1-1-4-52 basis (previously \$120 maximum).

Long Term Disability - 50% of earnings to a maximum of \$800 after a 52-week qualifying period, up to age 65.

Pension Plan: Effective May 2, 1973, 15% increase in pension accrued at Dec. 31, 1972; May 2, 1974, 10% increase in pension accrued at Dec. 31, 1972. The 25% increase will be paid to all employees retiring during the term of this agreement.

Effective Jan. 1, 1974, an employee may retire at age 62, after at least 20 years' service, with no actuarial reduction, with a "bridging" supplement to age 65 of \$7 per month per year of service to a maximum of 30 years.

An employee may retire at age 62, with 15 years' service, with no actuarial reduction in pension.

Severance Pay: Effective Nov. 10, 1973, 1½% (1%) of total earnings for the last full period of service.

#### PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada at Toronto - Local 28-B, Graphic Arts International Union (AFL-CIO/CLC): A 29-month renewal agreement effective from Aug. 1, 1973 to Dec. 31, 1975, covering 1,000 employees, settled at the post-conciliation bargaining stage.

Wages:	Effective	Nov. 16/73	Aug. 1/74	Jan. 1/75	Aug. 1/75
<u>General Increases</u>					
	J Journeyman I	47¢	40¢	22¢	38¢
	J Journeyman II	31¢	27¢	15¢	25¢
	J Journeyman I	\$5.60 (\$5.13)	\$6.00	\$6.22	\$6.60
	J Journeyman II	\$3.75 (\$3.44)	\$4.02	\$4.17	\$4.42

Settlement Pay: 47¢ per hour for Journeyman I and 31¢ per hour for Journeyman II, retroactive to Aug. 1, 1973. Apprentices and assistants will be paid proportionate to their scale percentage.

Hours of Work: The increases of Jan. 1, 1975 represent a reduction in hours from 36½ to 35 hours per week.

Shift Premiums: 15% of day rate, maximum of 50¢ (40¢) per hour to Journeymen I and their assistants and a maximum of 30¢ (25¢) per hour to Journeymen II and their assistants.

Call-in Pay: Minimum of one-half shift pay for call-in on Saturdays, Sundays or Plant Holidays, unless the employee leaves earlier of his own volition or is discharged for cause.

Paid Vacation: Effective July 1, 1974, 3 weeks after 3 (4) years' service and 4 weeks after 16 (18) years.  
Effective July 1, 1975, 4 weeks after 15 years' service (new).

**Health and Welfare:** Employers to pay \$3.85 (\$3.00) per week for Journeymen I and 57¢ (40¢) per shift to maximum of \$2.85 (\$2.00) per week for others to industry wide welfare plan.

**Long Term Disability and Supplementary Retirement Program:** Effective Dec. 31, 1973, employers to pay 1% of the basic daily rate to this program, 2% Dec. 31, 1974 and 3% Dec. 31, 1975 (new).

**Bereavement Leave:** Grandmother and grandfather are included for one day funeral leave.

**Jury Duty:** Employer makes up difference between jury fee and regular pay for maximum of 20 (10) days.

**Lunch Period:** No employee will be required to work more than five consecutive hours without a lunch period of not less than 30 minutes and not more than one hour (new).

#### PRIMARY METALS

Atlas Steels Company, A Division of Rio Algoma Mines Limited at Welland - Local 7777, Steelworkers (AFL-CIO/CLC) (office and technical employees): A 36-month renewal agreement effective from Sept. 1, 1973 to Aug. 31, 1976, covering 200 employees, settled at the conciliation officer stage. (Previous agreement expired Aug. 31, 1973.)

<u>Wages:</u>	<u>Effective</u>	<u>Sept. 1/73</u>	<u>Sept. 1/74</u>	<u>Sept. 1/75</u>
General Increases	Minimum of \$23.00 bi- weekly	Minimum of \$22.00 bi- weekly	Minimum of \$13.00 bi- weekly	
Job Increments	\$14.75 (\$14.50) between job classifications	\$15.00 between job classifica- tions	\$15.25 between job classifica- tions	

Standard Bi-  
Weekly Salary  
Rate:

Job Class 1 (includes File Clerk.)	\$222.75 (\$199.50)	\$245.00	\$258.25
Job Class 15 (includes Senior Draftsman)	\$429.25 (\$402.50)	\$455.00	\$471.75

Probationary period is 90 days. Standard rates (maximum) are shown above. Job Class 1 receives standard rate after 3 months and Job Class 15 after 18 months.

**Negotiating Pay:** C.W.S. Committee members receive regular pay for time spent in negotiations with employer on company premises during regular hours (new).

Shift Premiums: Effective Sept. 1, 1975, 0 - 15¢ - 20¢ (0 - 12¢ - 16¢).

Paid Holidays: If a paid holiday falls within employee's scheduled vacation period, the holiday shall be rescheduled (new), or employee receives extra day's pay (same).

Paid Vacations: Effective Jan. 1, 1975, 4 weeks after 16 (20) years and 6 weeks after 25 (30) years.

Vacation bonus of 20% of vacation pay is calculated on employee's regular bi-weekly salary at July 1st of the vacation year (previously calculated, as for regular vacation pay, on the basis of 1 day's vacation pay equalling 1/10th regular bi-weekly salary).

Sick Leave: Employee receives 100% (same) of regular salary upon presentation of medical certificate authorized by physician, chiropractor and/or dentist indicating nature of illness and that employee was too sick to work (new), payable from first day of absence (same).

Employee absent from work due to personal disability caused by injury or sickness (excluding pregnancy) and not eligible for weekly indemnity or the above salary continuous benefits receives 50% (new) of regular pay from first day of absence.

Welfare: Life Insurance - Effective Dec. 1, 1973, employer pays 100% (50%) of the premiums for life insurance, and will pay 50% of any increases in premiums

Weekly Indemnity - Effective Dec. 1, 1973, employer pays 100% (50%) of the premiums for weekly indemnity plan, and will pay 50% of any increases in premiums. Benefits increase to 60% (previously ranged from 55% to 60%), of regular weekly salary up to a maximum of \$125 (\$105), payable on a 1 - 8 - 52 basis.

OHIP - Effective Dec. 1, 1973, employer pays 100% (same) of premiums for OHIP and will pay 50% of any increases in premiums (new). Retired employee and dependents are covered under OHIP from date of retirement until age 65 or death, whichever occurs first (previously covered for 5 years from date of retirement).

Extended Health Care - Effective Dec. 1, 1973, employer pays 100% (same) of premiums for extended health care plan and will pay 50% (new) of any increases in premiums. Deductibles are amended to \$25 (new) per single employee and \$50 (same) per family.

Semi-private Hospitalization - Effective Dec. 1, 1973, employer pays 100% (same) of the premiums for semi-private hospital plan and will pay 50% (new) of any increases in premiums.

Drug Plan - Effective Dec. 1, 1973, employer pays 100% (new) of premiums for Blue Cross 35¢ Deductible Prescription Drug Plan and will pay any increases in premiums.

Dental Plan - Effective Sept. 1, 1975, employer pays 100% (new) of premiums for Blue Cross No. 7 Dental Plan with a \$25 deductible

per single employee, and \$50 deductible per family and with 80% co-insurance. Benefits to be based on the 1971 O.D.A. Schedule of Fees. Employer will pay any increases in premiums.

Pension Plan: Effective Sept. 1, 1973, basic benefit increases to \$7.50 (\$6.00) per month per year of future service. Effective Sept. 1, 1974, \$8.00 per month per year of future service. Effective Sept. 1, 1975, \$9.00 per month per year of future service.

Effective Sept. 1, 1973, retiring employee receives guarantee of five year pension payment after retirement (new).

Effective Sept. 1, 1974, retiring employee receives voluntary early retirement benefit providing an actuarially unreduced pension at age 62 and after 30 years of service (new). Effective Sept. 1, 1975, employee is eligible for benefit at age 60 and after 30 years of service.

Effective Sept. 1, 1974, employee choosing early retirement receives supplementary pension benefit of \$6.00 per month per year of future service until he attains age 65 (new). Effective Sept. 1, 1975, benefit increases to \$7.00 per month per year of future service.

#### METAL FABRICATING

Stainless Steel Equipment Manufacturers at Toronto - Local 30, Sheet Metal Workers (stainless steel section)(AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1973 to June 30, 1975, covering 200 employees, settled at the conciliation officer stage. (Previous agreement expired June 30, 1973.)

Wages: Retroactive pay applies for all hours worked pro-rated during the period from July 1 to Nov. 14, 1973.

	<u>Effective</u>	<u>Nov. 14 /73</u>	<u>Mar. 1/74</u>	<u>Nov. 1/74</u>
Increases		22¢ - 30¢	27¢ - 35¢	27¢ - 35¢
General Labour		\$2.44 - \$3.38 (\$2.22 - \$3.16)	\$2.71 - \$3.65	\$2.98 - \$3.92
Journeyman Sheet Metal Worker		\$4.94 - \$5.63 (\$4.64 - \$5.33)	\$5.29 - \$5.98	\$5.64 - \$6.33

Probationary period is 30 working days. Maximum rate is paid on merit.

Premium for Outside Installation: Journeyman Sheet Metal Worker receives additional \$1.02 per hour (previously an amount based on Local 30 Construction wage rates less employer paid fringe benefits and/or travelling costs) for outside installation work.

Paid Vacation: Effective July 1, 1974, 3 weeks after 9 (10) years.

- Welfare: Effective Nov. 1, 1973, employers pay 100% of existing fringe benefit premium costs (previously, amounts paid, and plans, varied according to employer).
- Safety Shoe Allowance: Employer pays 50% (new) of cost safety shoes to a maximum of \$10 per year.
- Clothing Allowance: Employer pays 50% (new) of rental cost of work clothing.

#### MACHINERY

Mathews Conveyer Company Limited (Subsidiary of Rexnord Inc.) at Port Hope - Local 1805, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from Aug. 1, 1973 to July 31, 1976, covering 213 employees, settled with mediation assistance during a work stoppage. (Previous agreement expired July 31, 1973.)

- Wages: Effective Nov. 30, 1973, employees receive \$45 lump sum bonus and additional \$30 lump sum bonuses Mar. 31, 1974, July 31, 1974, Oct. 31, 1974, Jan. 31, 1975, Apr. 30, 1975 and July 31, 1975, pro-rated at \$10 per complete month of employment for workers employed less than 3 months on one of the above dates.

Effective	<u>Nov. 14/73</u>	<u>Aug. 1/74</u>	<u>Aug. 1/75</u>
General Increases	29¢ - 39¢	24¢ - 33¢	25¢
Labour Grade 10 (includes Labourer)	\$3.45-\$3.60 (\$3.16-\$3.31)	\$3.69-\$3.84	\$3.94-\$4.09
Labour Grade 3 (includes Tool Maker)	\$4.59-\$4.79 (\$4.20-\$4.40)	\$4.92-\$5.12	\$5.17-\$5.37

Probationary period is 40 working days. Maximum rates reached after three quarterly increases for Labour Grade 10 and four quarterly increases for Labour Grade 3.

- Cost-of-Living Allowance: Effective Aug. 1, 1975, 1¢ for each 0.5 point rise in the Consumer Price Index (1961=100) based on the quarterly change in the Index beginning with the July and October 1975 Indices, up to a maximum of 10¢ during the life of the agreement. Payments commence in November, 1975.

Shift Premiums: 0 - 18¢ - 20¢ (0 - 16¢ - 18¢).

- Paid Vacations: 3 weeks after 8 (9) years, 4 weeks after 17 (18) years and 5 weeks after 25 (new) years. Effective in 1974, 3 weeks after 7 years and 4 weeks after 16 years.

- Bereavement Leave: Effective Nov. 14, 1973, one day's paid leave (new) granted when funeral of grandparent or grandparent-in-law occurs on a regular work day.

Leave for Sickness:	Employee receives leave of absence for illness or injury up to a maximum of 15 (12) months, or until return to work in the case of industrial injury or illness.
Welfare:	<u>Weekly Indemnity</u> - Effective Nov. 14, 1973, employee electing maximum coverage receives \$90 (\$75) per week, payable on a 1-8-26 basis (basic coverage continues at \$60 per week).  <u>Retiree Life Insurance</u> - Effective Dec. 1, 1973, employer pays 100% (new) of \$5,000 benefit for an employee at age 60 with minimum of 15 years' service (employee at age 60 with 5 years' service is covered with benefit of \$2,000).  <u>OHIP</u> - Effective when premium due in November 1973, employer pays 100% of the premiums for OHIP (previously \$9.70 per month for single employees and \$19.40 for married employees).
Pension Plan:	Effective Dec. 1, 1973, \$8.50 (\$6.50) per month per year of service after Aug. 1, 1969 to maximum of 30 years, plus 1.4% of pay in excess of \$740 (\$600) per month for five best consecutive years of earnings in employee's last 10 years of service, inclusive of overtime earnings.
	Effective Dec. 1, 1973, employee retiring at age 65 with 15 years' service receives minimum guaranteed pension of \$100 (new) per month.
Safety Shoe Allowance:	Effective Nov. 14, 1973, employer pays 50% of cost of one pair of safety shoes per employee per calendar year, to a maximum of \$10 (\$7.50).  Employer pays 100% of cost of welders' gloves (same) and sleeves (new).
Seniority:	Definition of continuous service includes lay-off periods of up to 15 months' duration (new).  Employee retains seniority during lay-off or sick leave for up to 15 (12) months and, in the event of transfer or promotion outside the bargaining unit, for up to 18 (24) months.
Preferred Seniority:	Employer grants President, Recording Secretary and Financial Secretary of the union exemption from lay-off during their term of office (new).

#### MISCELLANEOUS MANUFACTURING

Tonka Corporation Canada Limited at Malton - Local 28, Molders (AFL-CIO/CLC):	A 34-month renewal agreement effective from Nov. 23, 1973 to Sept. 30, 1976, covering 325 employees, settled at the mediation stage. (Previous agreement expired Oct. 31, 1973.)
Wages:	Retroactive pay for all employees on payroll on date of ratification for all hours worked, pro-rated during the period from Nov. 1 to Nov. 23, 1973.

Effective	<u>Nov. 23/73</u>	<u>Nov. 1/74</u>	<u>Nov. 1/75</u>
General Increases	9% plus 3¢, with a minimum of 27¢	7% plus 1¢, with a minimum of 20¢	7% plus 1¢
Additional Adjustments	Additional money paid to some classifications		
Packer	\$2.56 (\$2.28)	\$2.77	\$2.97
Electrician	\$5.04 (\$4.60)	\$5.40	\$5.79

Job rates, paid upon completion of probationary period of 60 days of work, are shown above.

Cost-of-Living Allowance: Effective the first full pay period following issuance of the December 1974 Index, 1¢ per hour per 0.6 rise above the base figure of June 1974 (1961=100) shall be paid, up to a maximum of 10¢ per 12 consecutive months, to be adjusted semi-annually.

Shift Premiums: 0 - 11¢ - 16¢ (0 - 10¢ - 15¢). Effective Nov. 1, 1974, 0 - 12¢ - 17¢. Effective Nov. 1, 1975, 0 - 13¢ - 18¢.

Paid Holidays: Effective in 1975, one additional floating day is added for a total of 11 (10).

Paid Vacations: Effective in 1974, 3 weeks after 7 (8) years. Effective in 1975, 3 weeks after 6 years. Effective in 1976, 3 weeks after 5 years.

Welfare: OHIP - Employer pays 100% (80%) of the premiums for OHIP.

#### COMMUNICATION

Bell Canada in Quebec and Ontario - Canadian Telephone Employees' Association (Ind.) (clerical and associated employees): A 12-month renewal agreement effective from Dec. 1, 1973 to Nov. 30, 1974, covering 11,270 employees, settled at the bargaining stage.

Wage:	Effective	<u>Nov. 25/73</u>
Clerk Stenographer 5 Zone A		\$90.00 - \$135.00 (\$85.00 - \$124.25)
Service Representative Zone A		\$119.00 - \$169.25 (\$112.00 - \$156.00)

Hours of Work: Effective May 12, 1974, 36.56 (37.5) hours per week. Clerical employees will continue to work 7½ hours per day and 37½ hours per week, but will accumulate one full day off for each 8 week period worked. This day off will be scheduled in each following eight week period.

Bell Canada in Quebec and Ontario, province-wide - Canadian Telephone Employees' Association (Ind.) (communications sales employees): A 12-month renewal agreement effective from Dec. 1, 1973 to Nov. 30, 1974, covering 273 employees in Ontario and 193 in Quebec, settled at the bargaining stage. (Previous agreement expired Nov. 30, 1973.)

Wages:	Effective	<u>Dec. 6/73</u>
	General Increases	7.4% for Sales Representatives; 8.5% for Business Exchange Telephone Sales Representatives
	Sales Representative Zone 1 (Hamilton, Montreal, Toronto & Windsor)	\$730 - \$1,230 (\$663 - \$1,140)
	Maximum rate for Sales Representative is reached after 12 (13) bi-annual steps. Effective June 6, 1974, maximum rate is reached after 11 bi-annual steps.	

Hours of Work: Same changes in hours of work apply as those shown for clerical and associated employees of Bell Canada, reported on page 15.

Bell Canada in Québec and Ontario - Canadian Telephone Employees' Association (Ind.) (craft and services employees): A 12-month renewal agreement effective from Dec. 1, 1973 to Nov. 30, 1974, covering 11,505 employees, settled at the bargaining stage.

Wages:	Effective	<u>Nov. 25/73</u>
	General Increases	\$8.50 - \$16.50 per week
	<u>Zone A</u>	
	Central Officeman 1	\$123.50 - \$230.00 (\$115.00 - \$213.50)
Hours of Work:	Effective May 12, 1974, 39 (40) hours per week. Craft employees will continue to work 8 hours per day and 40 hours per week, but will accumulate one full day off for each eight week period worked. This day off will be scheduled in each following eight week period.	

Bell Canada in Québec and Ontario - Traffic Employees Association (Ind.) (traffic operators and dining service employees): A 36-month renewal agreement effective from Nov. 25, 1973 to Nov. 24, 1976, covering 8,000 employees, settled at the bargaining stage.

<u>Wages:</u>	<u>Effective</u>	<u>Nov. 25/73</u>	<u>Nov. 24/74</u>	<u>Dec. 7/75</u>
Weekly Increases		\$4.50-\$12.00	\$9.00-\$11.50	\$4.00-\$9.00
Additional Adjustments			\$3.00 (Class A, Montreal and Toronto)	\$3.00 (Class A, Montreal and Toronto)
<u>Operators Wage Groups</u>				
A		\$92.50-\$137.00 (\$87.50-\$125.00)	\$104.00-\$147.00	\$109.00-\$156.00
B		\$87.50-\$130.00 (\$82.75-\$118.50)	\$97.50-\$139.50	\$102.00-\$148.00
C		\$82.75-\$123.00 (\$78.25-\$112.50)	\$92.50-\$132.00	\$96.50-\$140.00

Effective March 31, 1974: Maximum salary reached after 42 (48) months.

Hours of Work: Effective July 7, 1974, Traffic day tours reduced to 7 ( $\frac{1}{2}$ ) hours and Dining Service day tours reduced to  $7\frac{3}{4}$  (8) hours.

Cost-of-Living Allowance: Cost-of-living adjustments will be effective in first pay period ending in July 1975 and first pay period ending in July 1976. These adjustments will be based on changes in the Consumer Price Index Canada as published by Statistics Canada.

The formula provides all Group A employees with increases of 50¢ per week for each .6 point rise in the CPI (Group B, .7 point; Group C, .8 point). The calculation will be related to the change from a CPI base of "160" to the index for May 1975 and May 1976 respectively and payable in July of those years.

Paid Holidays: Effective in 1973, Boxing Day is added for a total of 9; in 1976, employee's birthday is added for a total of 10.

Paid Vacation: Effective in 1974, a one time extra week's vacation on the employee's 30th anniversary; in 1975, 4 weeks after 14(15) years' service, 5 weeks after 24 (25) years.

#### ELECTRIC POWER, GAS AND WATER UTILITIES

Consumers' Gas Company at Toronto and other points in Central Ontario - Local 161,  
International Chemical Workers' Union (AFL-CIO/CLC): A 24-  
month renewal agreement effective from Sept. 8, 1973 to Sept.  
7, 1975, covering 630 employees, settled at the mediation stage.

Wages:	Effective	<u>Nov. 5/73</u>	<u>Sept. 8/74</u>
	Increases	28¢-45¢	28¢-45¢
	Classification Adjustments (Labourer, 1st Cl. Gasman)	10¢	
	Labourer	\$4.05 (\$3.67)	\$4.33
	Pipeline Welder	\$5.37 (\$4.92)	\$5.82
Settlement Pay:	A lump sum payment of \$100 in lieu of retroactivity to Sept. 7, 1973 (expiry date of previous contract).		
Shift Premiums:	0-15¢-18¢ (0-14¢-17¢); the permanent shift rate of 9¢ per hour has been replaced by the above shift premiums.		
Paid Holidays:	1 additional for a total of 10: December 31 in 1973 and December 27 in 1974.		
Paid Vacations:	3 weeks after 5 (7) years' service, 4 weeks after 15 (17) years and 5 weeks after 25 (30) years.		
Health and Welfare:	<u>Major Medical</u> - Employer pays 100% (50%) of premiums.		
Meal Allowance:	\$2.50 (\$2.00) when required to work overtime.		

## RETAIL TRADE

Steinberg's Limited at Ottawa and other centres, - Local 486, Retail Clerks' International Association (AFL-CIO/CLC) (retail food employees):  
 An 18-month renewal agreement effective from June 1, 1973 to Dec. 1, 1974, covering 905 employees, settled at the conciliation officer stage.

Wages:	Effective	<u>June 1/73</u>	<u>Nov. 12/73</u>	<u>June 1/74</u>
	Weekly Increases	\$18.00	\$2.00	\$10.00-\$21.00
	Clerk	\$136.50-\$171.50 (\$118.50-\$153.50)	\$138.50-\$173.50	\$151.50-\$186.50
	Meat Manager	\$219.00 (\$201.00)	\$221.00	\$242.00
Shift Premium:	Effective Nov. 12/73, 0-35¢ (0-22.5¢).			
Paid Holidays:	Effective in 1974, employee's birthday added for a total of 10.			
Paid Vacation:	Effective 1974, 4 weeks after 12 (15) years' service.			

Health and Welfare: Dental Plan - The Company will contribute 5¢ per regular hour worked toward the premium (new).

Meal Allowance: \$2.00 (new).

#### EDUCATION AND RELATED SERVICES

Windsor City Board of Education - Local 27, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 320 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Dec. 31, 1972.)

Wages:	Effective	<u>Jan. 1/73</u>	<u>Jan. 1/74</u>
	General Increases	35¢	14¢
	Caretaker	\$4.14 - \$4.48 (\$3.79 - \$4.13)	\$4.28 - \$4.62
	Top Caretaker	\$5.49	\$5.63
	Engineer	(\$5.14)	

Probationary period is 4 months; maximum rates reached after 2 months.

Cost-of-Living Allowance: Effective Apr. 1, 1974, 1¢ per hour (new) per 0.5 change in the Consumer Price Index (1961=100) above the December 1973 Index, to be adjusted quarterly.

Paid Vacations: 3 weeks after 4 (5) years.

Welfare: Life Insurance - Effective Dec. 1, 1973, basic life insurance benefits increase to \$12,500 (\$10,000) with family income benefit provision.

Pension Plan: OMERS 2% (previously 1-3/4%) Supplementary Pension Plan is implemented, with employer paying full cost of past service retroactive to Jan. 1, 1973. Effective Jan. 1, 1974, employer and employee share additional cost.

Ryerson Polytechnical Institute at Toronto - Ryerson Institute Faculty Association (Ind.): A 12-month renewal agreement effective from July 1, 1973 to June 30, 1974, covering 490 employees, settled at the arbitration stage. (Previous agreement expired June 30, 1973).

Wages:	Effective	<u>July 1/73</u>
	General Increase	7-1/2%
	Instructor, 3 Year Degree	\$9,974.15-\$17,647.10 (\$9,278.28-\$16,415.91)
	Instructor, Master's Degree	\$11,509.42-\$20,717.66 (\$10,706.44-\$19,272.24)
	Instructor, P.H.D.	\$13,171.78-\$20,717.66 (\$12,252.82-\$19,272.24)

Probationary period is 3 years. Maximum rate for Instructor with 3 Year Degree is reached after 13 annual increments, for Instructor with Master's Degree after 14 annual increments and for Instructor with PH.D after 11 annual increments.

Vacation: Vacation of not less than 2 months nor more than 3 months in any 12-month period (same).

Work Load: Maximum on normal scheduled hours of work is 50 per week (previously varied).

Classroom appearances for instructors continue to range from 12 to 18 hours per week; credit for preparations is based on: 3 hours for each classroom hour of the first section of a new course being taught; 1 hour for each hour of the first section of a course previously taught, and 1/3 hour for each hour of a further section of either new or previously taught course (previously appearances of 18 to 20 hours were combined with 6 preparation hours, 15 appearances combined with 9 preparation hours and 12 appearances with 12 preparation hours, depending on courses).

Limitation of Class Size: No minimum on number of students (previously minimum of 15) per class and maximum of 36 (35) students.

Welfare: Life Insurance - Employer pays 50% (same) of premiums for life insurance of an amount equal to two times annual salary for male employees and, female employees have option of one times or two times annual salary.

OHIP - Employer pays 70% (same) of the premiums for OHIP.

Long Term Salary Continuation Plan - Employer pays 100% (same) of the premiums for this plan which provides benefits of 70% (previously 60%) of salary and are taxable (previously tax free).

Note: Some pre-existing items have been indicated, as this is the first time agreement has been reported.

The University of Windsor - Local 1001, Canadian Union of Public Employees (CLC): A 19½-month renewal agreement effective from Nov. 20, 1973 to June 30, 1975, with wages retroactive to July 1, 1973, covering 225 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired June 30, 1973.)

Wages:	Effective	<u>July 1/73</u>	<u>July 1/74</u>	<u>Jan. 1/75</u>
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General Increases	8%	4%	2%
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Additional Adjustments	2% for Maids and General Cafeteria Help
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	July 1/73	July 1/74	Jan. 1/75
Maid	\$3.18 (\$2.94)	\$3.31	\$3.45
Janitor	\$4.44 (\$4.11)	\$4.62	\$4.71
Plumber	\$7.16 (\$6.63)	\$7.45	\$7.60

**Cost-of-Living Allowance:** Effective July 1, 1974, 1¢ per hour (new) per 0.5 rise in the Consumer Price Index (1961=100) above the February 1974 Index, to be adjusted quarterly.

Amount of cost-of-living allowance in effect at any time shall be included in computing vacation pay, holiday pay, call-in pay, sick leave pay, paid leave of absence and Workmen's Compensation payments.

**Service Pay:** \$50 (\$25) on completion of 5 years' service, \$100 (\$50) after 10 years, \$150 (\$75) after 15 years and \$200 (\$100) after 20 years.

**Shift Premiums:** 0 - 20¢ - 25¢ (0 - 17¢ - 22¢).

**Weekend Premium:** Effective Dec. 2, 1973, 30¢ per hour (new).

**Overtime Pay:** Time and three-quarters (time and one-half) after hours worked in excess of 8 per regular day of work, and double time (same) in excess of 2 hours' overtime after regular shift.

**Paid Vacations:** 4 weeks after 13 (14) years and 5 weeks after 20 (21) years.

Scheduled days of work each year during the period from Christmas Day to New Year's Day, exclusive of Boxing Day and before New Year's Day shall be considered as days of paid vacation.

An employee who works on any of such days shall choose to receive compensating time off at a later mutually agreeable date, or pay at normal rate in lieu (new).

**Bereavement Leave:** Son-in-law, daughter-in-law, brother-in-law or sister-in-law included in 3 days' paid leave.

**Welfare:** Life Insurance - Benefit increases to an amount equal to employee's annual salary to the nearest \$500, or \$10,000, whichever is greater (previously \$10,000). Benefit for retirees increases to \$1,500 (\$1,000).

Drug Plan - Plan is improved to include all injectibles (previously insulin only).

Employer pays full cost of benefit plans (i.e. life insurance, OHIP, drug plan, semi-private hospitalization and

Long Term Salary/Wage Continuance Insurance Plan) for female employees for full period of time absent from work due to pregnancy (new), provided employee returns within 6 months.

- Pension Plan: Effective July 1, 1974, level of benefit for Retirement Plan is increased to 1-3/4% (at present 1½%) of the average annual gross wage received by employee during his 5 highest years of earnings prior to retirement times years of service and integrated with the Canada Pension Plan.
- Clothing Allowance: \$71.50 (\$66.00) per year for female employees for uniform expenses.
- Tool Allowance: Employer pays 50% (new) of the cost, including tax, of replacement of hand tools broken on the job.

#### HEALTH AND WELFARE SERVICES

Belleville General Hospital - Local 183, Service Employees (AFL-CIO/CLC):  
A 13½-month renewal agreement effective from Nov. 12, 1973 to Dec. 31, 1974, covering 332 employees, settled at the arbitration stage. (Previous agreement expired Dec. 31, 1972.)

Wages: Retroactive pay applies to all employees on payroll as of Jan. 1, 1973, pro-rated for new employees and payable upon decease or termination if claimed within 30 days.

Effective	<u>Jan. 1/73</u>	<u>Sept. 1/73</u>
General Increases	\$30 per month for all employees except Maintenance Group, which receives \$40 per month	\$25 per month for all employees except Maintenance Group, which receives \$40 per month
Housekeeping Aide	\$380 - \$410 (\$350 - \$380)	\$405 - \$435
Orderly (trained)	\$515 - \$545 (\$485 - \$515)	\$540 - \$570
Registered Nursing Assistant	\$490 - \$520 (\$460 - \$490)	\$515 - \$545
Journeyman Electrician	\$645 - \$675 (\$605 - \$635)	\$685 - \$715

<u>Effective</u>	<u>Nov. 12/73</u>	<u>May 1/74</u>
General Increases		\$25 per month for all employees except Orderlies who receive \$30 per month, RNA's who receive \$35 per month and Maintenance Group, which receives \$40 per month
Additional Adjustments	\$15 per month for Orthopedic Technicians	\$430 - \$460
Housekeeping Aide		\$430 - \$460
Orderly (trained)		\$570 - \$600
Registered Nursing Assistant		\$550 - \$580
Journeyman Electrician		\$725 - \$755

Probationary period is 3 calendar months of service. Maximum rate is reached after increase of \$10 per month at 6 months, 1 year and 2 years.

- Temporary Transfer:** An employee temporarily transferred to higher-rated classification receives higher rate after 2 (5) working days.
- Shift Premiums:** Employee who works rotating and non-rotating shifts (new) regularly for reasons other than personal convenience qualifies for shift premiums.
- Reporting Pay:** 4 (3) hours' work or 4 (3) hours' pay at straight-time rate.
- Call-Back Pay:** Minimum of 3 hours' pay at time and one-half. If the call-back is not more than 3 hours before the start of his regular shift, employee is paid at time and one-half for hours worked (previously all hours worked on call-back were paid at time and one-half, with no guaranteed minimum).
- Overtime Pay:** Maintenance Group has option of taking pay at time and one-half (same) or equal time off (new) at straight time as compensation for work after 8 hours daily or 80 hours bi-weekly.
- Pay for Work on a Holiday:** Maintenance Group has option of taking pay at double time and one-half (same) or pay at time and one-half for hours worked plus an additional day off and pay at straight time as compensation for work on a holiday.
- Paid Vacations:** Effective Jan. 1, 1974, 3 weeks after 5 (6) years.

Sick Leave: Credits accumulate at a rate of  $1\frac{1}{2}$  (1) days per month up to a maximum of 180 (120) days.

Cash payment of 50% of unused sick leave granted upon termination of employment does not apply in the event of dismissal for cause (new).

Welfare: HOGLIP - Effective Dec. 1, 1973, employer pays 75% (66-2/3%) of premiums for HOGLIP.

OHIP - Effective Dec. 1, 1973, employer pays 90% (75%) of premiums for OHIP. Effective Jan. 1, 1974, employer pays 100%.

Major Medical - Effective Jan. 1, 1974, employer pays 50% (new) of premiums for major medical plan with deductible of \$25 per single employee and \$50 per family.

#### SERVICE TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited at Chalk River - Local 1568, The Chalk River Technicians and Technologists (CLC): A 26-month renewal agreement effective from June 1, 1973 to July 31, 1975, covering 430 employees, settled at the conciliation officer stage. (Previous agreement expired May 31, 1973.)

Wages:	Effective	June 1/73	June 1/74
Increases		\$375-\$1,125 per year	\$405-\$1,230 per year
Range T1 (Research/Development Technician)		\$4,970-\$6,335 (\$4,595-\$5,855)	\$5,375-\$6,850
Range T7 (Research/Development Technologist 6)		\$14,665-\$15,955 (\$13,575-\$14,430)	\$15,795-\$17,185

Number of increments to maximum rates have been adjusted for some Ranges.

Shift Premiums: 0 - \$1.20 - \$1.70 (0 - \$1.15 - \$1.50) per shift. Effective June 1, 1974, 0 - \$1.30 - \$1.70.

Sunday Premium: \$5.20 (\$4.40) per shift.

Overtime Pay: Double time for all overtime on second day of rest after working first day of rest (previously time and one-half for all overtime).

Double time for hours worked in excess of  $7\frac{1}{2}$  on a paid holiday (previously time and one-half for all overtime).

Paid Vacations: 16 days after 12 (13) years, 17 days after 13 (14) years, 18 days after 14 (15) years, 19 days after 15 (16) days, 20 days after 16 (17) years, 21 days (same) after 19 years, 22 days after 23 (24) years and 23 days (new) after 27 years.

Atomic Energy of Canada Limited at Chalk River - Local 404, Office Employees (AFL-CIO/CLC): A 26-month renewal agreement effective from June 1, 1973 to July 31, 1975, covering 310 employees, settled at the conciliation officer stage. (Previous agreement expired May 31, 1973.)

Wages:	Effective	<u>June 1/73</u>	<u>June 1/74</u>
Increases	\$330-\$1,029 per year		\$355-\$1,100 per year
Range ACM-1	\$4,250-\$5,345 (\$3,920-\$4,925)		\$4,605-\$5,790
Range ACM-9	\$12,685-\$14,085 (\$11,776-\$13,056)		\$13,665-\$15,185

Remaining terms of settlement are the same as those shown above for the Chalk River Technicians and Technologists (CLC).

Atomic Energy of Canada Ltd. at Chalk River, Ont. and Pinawa, Man. - Atomic Energy Allied Council (AFL-CIO/CLC) (various unions): A 26-month renewal agreement effective from Apr. 1, 1973 to May 31, 1975, covering 1,090 employees, settled after a work stoppage.

Wages:	Effective	<u>Apr. 1/73</u>	<u>Apr. 1/74</u>
Increases		25¢-38¢	30¢-40¢
<u>Chalk River</u>			
Labourer		\$3.33 (\$3.03)	\$3.66
Electrician		\$5.06 (\$4.68)	\$5.46
Shift Premiums:	0-15¢-21¢ (0-14¢-19¢); effective Apr. 1, 1974, 0-16¢-22¢.		
Sunday Premium:	65¢ (55¢) per hour.		
Overtime:	<u>On second day of rest</u> - double time for all hours worked (formerly double time if employee also worked on the first day of rest). <u>On holiday</u> - time and one-half for first 8 hours worked, double time thereafter (formerly double time after 10 hours worked).		
Paid Vacation:	3 weeks after 4 (5) years' service, 4 weeks after 16 (17) years, and 4 weeks and 2 days (new) after 24 years; effective in 1974, 4 weeks after 15 years.		
Health and Welfare:	<u>Life Insurance</u> - coverage increased to one and one-half times annual earnings (formerly coverage equal to annual earnings). Employer pays 50% of premium cost (no change).		

Sickness and Accident Plan - effective Jan. 1, 1974, weekly benefit 66-2/3% (60%) of basic hourly rate times 40; employer pays 80% (75%) of premium cost.

Tele-Direct Limited in Québec and Ontario - Canadian Telephone Employees' Association (Ind.) (clerical and associated employees):  
A 12-month renewal agreement effective from Dec. 1, 1973 to Nov. 30, 1974, covering 525 employees, settled at the bargaining stage.

Wages and other provision changes are similar to those reported for Bell Canada (clerical and associated employees) on page 15 of this issue.

National Research Council of Canada (Canada-wide) - Professional Institute of the Public Service of Canada (Ind.) (research officers and research council officers): A 24-month renewal agreement effective from July 1, 1973 to June 30, 1975, covering 660 employees, settled at the bargaining stage.

Wages:	Effective	<u>July 1/73</u>	<u>July 1/74</u>
Increases		5.5%-7.5%	5%
<u>Annual Rates</u>			
Research Council Officer 1	\$8,270-\$10,130 (\$7,970-\$9,459)		\$8,400-\$10,645
Research Council Officer 4	\$21,750-\$26,860 (\$20,364-\$25,457)		\$22,855-\$28,210
Assistant Research Officer	\$11,600-\$16,300 (\$11,300-\$15,336)		\$11,600-\$17,120
Principal Research Officer	\$27,650-\$30,350 (\$26,185-\$28,775)		\$29,030-\$31,870

Research Council Officer 1 - maximum rate reached after 7 (6) increments; effective July 1, 1974, after 8 increments.

Assistant Research Officer - maximum rate reached after 10 (9) increments; effective July 1, 1974, after 11 increments.

Paid Vacation: For the purpose of calculating length of vacation leave:  
Service means any years of service whether continuous or not, by an employee in the Public Service, except where an employee has taken severance pay, retiring leave or a cash gratuity in lieu of retiring leave (new).

Principal Research Officers, Senior Research Officers and

Research Council Officers 4 receive 4 weeks vacation after 1 year of service, 5 weeks after 30 years (previously all employees received 3 weeks after 1 year, 4 weeks after 15 and 5 weeks after 30 years).

**Reclassification:** Reclassification of duties and responsibilities to a level with a lower maximum - Employee receives notice in writing and continues to receive the present rate of pay for 52 weeks. The new pay level is not to be less than the rate of pay received for the 52 weeks. If the employee's rate of pay exceeds the maximum of the new classification level, his rate of pay will become his holding rate (new).

**Professional Development:**

Employees selected for professional development will receive normal compensation plus travel expenses and other appropriate expenses.

Employees will have the opportunity to participate in seminars, workshops and short courses for the development of knowledge and skills in their respective fields. They may also conduct research or perform work related to their normal research programs in institutions (new).

#### PERSONAL SERVICES

Cara Operations Limited at Malton - Local 299, Hotel Employees (AFL-CIO/CLC):  
A 26-month renewal agreement effective from Aug. 29, 1973 to Oct. 29, 1975, covering 275 employees, settled at the conciliation officer stage. (Previous agreement expired Aug. 28, 1973.)

Wages:	Effective	<u>Aug. 29/73</u>	<u>Dec. 15/73</u>
	Increases	13¢ - 20¢	22¢ - 34¢
	Additional Adjustments	10¢ - 15¢ due to some reclassifications	
	Flight Kitchen Assistant	\$2.13 - \$2.33 (\$2.00 - \$2.20)	\$2.35 - \$2.55
	Plant Mechanic	\$3.35 - \$3.55 (\$3.15 - \$3.35)	\$3.69 - \$3.89
	Effective	<u>Apr. 29/74</u>	<u>Jan. 29/75</u>
	Increases	15¢ - 23¢	16¢ - 25¢
	Flight Kitchen Assistant	\$2.50 - \$2.70	\$2.66 - \$2.86
	Plant Mechanic	\$3.92 - \$4.12	\$4.17 - \$4.37

Starting rate and job rate upon completion of probationary period of 45 or 60 days, depending on classification, are shown above.

**Reporting Pay:** 5 (4) hours' pay at straight time, when no work is available.

**Hours of Work:** Effective Dec. 15, 1973, hours of work reduced to 40 (44) per week, consisting of 5 eight-hour days per week (previously 6 days one week and 5 days alternate weeks) with 2 consecutive days off (previously 3 days off over 2-week cycle, 2 of which were consecutive).

**Paid Vacations:** Effective in 1974, 3 weeks after 8 (10) years and 4 weeks (new) after 15 years. Effective in 1975, 3 weeks after 7 years.

**Welfare:** Weekly Indemnity - Effective Nov. 9, 1973, benefits increase to \$60 (\$30) per week, payable on a 1-8-13 basis.

OHIP - Effective Aug. 1, 1974, employer pays 75% (50%) of the premiums for OHIP. Effective Jan. 1, 1975, employer pays 100%.

Knott Hotels Company of Canada Limited (Westbury Hotel) at Toronto - Local 299, Hotel Employees (AFL-CIO/CLC): A 31-month renewal agreement effective from June 1, 1973 to Dec. 31, 1975, covering 320 employees, settled at the conciliation officer stage. (Previous agreement expired May 31, 1973.)

Wages:	Effective	June 1/73	Jan. 1/74	Jan. 1/75
	General Increases	6%	8%	8%
	Additional Adjustments	5¢ for night dishwasher, 12¢ for cashier	4¢ for washer and extractor, 5¢ for night dishwasher, additional amounts to be paid to some classifications to equal rates at Four Seasons Sheraton	
Chambermaid	\$2.11 (\$1.84 - \$1.99)	\$2.28	\$2.50	
Houseman	\$2.32 (\$2.03 - \$2.19)	\$2.51	\$2.75	
Service Bartender	\$3.00 (\$2.64 - \$2.83)	\$3.24	\$3.59	
Electrical Maintenance Man	\$3.63 (\$3.26 - \$3.42)	\$3.92	\$4.23	

Starting rates, previously paid during 26-day probationary period have been eliminated.

**Special Premium:** An additional \$1 (50¢) per room for maids who make up extra rooms.

**Paid Holidays:** Valentine's Day is added for a total of 11 (10).

**Paid Vacations:** 3 weeks after 8 (9) years and 4 weeks after 17 (18) years. Cut-off date for vacation entitlement is July 1st (previously May 1st).

**Sick Leave:** Effective Jan. 1, 1974, employees with 2 years' service receive 11 days' non-accumulative sick leave (and, as previously, employees with 1 year's service receive 10 days' sick leave). Effective Jan. 1, 1975, employees with 2 years' service receive 12 days.

**Meal Allowance:** Employees not receiving meals from employer may purchase meals in the Coffee Shop at a discount of 33-1/3% (previously 25%) at specified times.

#### FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (biological science group): A 19-month renewal agreement effective from Nov. 26, 1973 to June 30, 1975, covering 615 employees, settled at the bargaining stage. (Previous agreement expired July 1, 1973.)

<b>Wages:</b>	<b>Effective</b>	<u>July 2/73</u>	<u>July 1/74</u>
	General Increases	6½%	5½%

#### Annual Rates

Biologist 2	\$12,985-\$16,231 (\$12,221-\$15,276)	\$13,699-\$17,124
Biologist 5	\$22,690-\$25,785 (\$21,355-\$24,268)	\$23,938-\$27,203

**Retroactivity:** Wages retroactive to July 2, 1973.

**Overtime:** Overtime compensation may be taken in the form of leave (new).

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (commerce group): A 22-month renewal agreement effective from Nov. 21, 1973 to Sept. 21, 1975, covering 925 employees, settled at the bargaining stage. (Previous agreement expired Sept. 23, 1973.)

<b>Wages:</b>	<b>Effective</b>	<u>Sept. 24/73</u>	<u>Sept. 23/74</u>
	Increases		
CO - 1	7%	5.5%	
CO - 2	6.5%	5.5%	
CO - 3 and 4	5.75%	5.5%	

Sept. 24/73

Sept. 23/74

Annual Rates

Commerce Officer 1	\$11,320-\$15,723 (\$10,578-\$14,694)	\$11,940-\$16,588
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Commerce Officer 4	\$22,371-\$27,966 (\$21,155-\$26,445)	\$23,604-\$29,504
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Retroactivity: Wages are retroactive to Sept. 24, 1973.

Hours of Work: Flexible, Compressed Work Week - employee required to work  $37\frac{1}{2}$  hours per week (no change). Employee allowed to work up to  $9\frac{1}{2}$  hours per day, between 6 a.m. and 10 p.m. (new). The employee can compress the work week into less than 5 days (new).

Overtime: For CO -1 and CO - 2 levels - time and one-half after 1 (2) hours overtime.

Paid Vacation: 5 weeks (new) after 30 years.

Adoption Leave: One day's paid leave for adoption of child (new).

Government of Canada (Treasury Board) - Professional Institute (Ind.)

(physical sciences group): A 26-month renewal agreement effective from Aug. 27, 1973 to Oct. 20, 1975, covering 330 employees, of which 240 are located in Ontario, settled at the bargaining stage. (Previous agreement expired Aug. 26, 1973.)

Wages:	Effective	Aug. 27/73 (for 13 months)	Sept. 23/74 (for 13 months)
General Increases		$6\frac{1}{2}\%$	$6\frac{1}{2}\%$
Additional Adjustments			Bottom of PC-1 wage will reflect any change in University recruiting rate
PC-1		\$7,380 - \$13,560 (\$6,900 - \$12,720)	\$7,380 - \$14,460
PC-5		\$22,800 - \$25,907 (\$21,408 - \$24,326)	\$24,282 - \$27,591

Probationary period is 1 year. Maximum rates for PC-1 reached after automatic 6-month increments of \$240 each; maximum rates for PC-5 reached after 4 annual increments of varying amounts.

**Paid Vacations:** Broken service in the federal Public Service will be counted towards vacation entitlement, except where employee has received severance pay in respect of that service.

Where employer changes a scheduled vacation or furlough leave of an employee, he shall reimburse employee for non-returnable portion of vacation contracts and reservations made in respect of scheduled period, subject to presentation of such documentation, as required.

**Field Survey Allowance:** Qualifying period is 30 days (previously minimum of 60 calendar days), made up of periods of 7 consecutive calendar days.

Allowance is \$150 for each 30 day period, pro-rated after the 30 day qualifying period (previously \$63 for employees in first season in field, \$96 for second season and \$127.50 for third or subsequent season).

**Special Leave:** "Special Leave" and "Other Types of Leave" are combined and Special Leave credit system removed, but not conditions for which Special Leave must or may be granted.

**Career Development:** An employee deemed to be on duty while attending a conference at the request of the employer will be entitled to Extra Professional Services and Travelling Time where incurred (new).

#### PROVINCIAL ADMINISTRATION

Ontario Housing Corporation at Toronto - Local 767, Canadian Union of Public Employees (CLC) (maintenance employees): A 24-month renewal agreement effective from Jan. 1, 1973 to Dec. 31, 1974, covering 600 employees, settled at the arbitration stage.

Wages:	Effective	<u>Jan. 1/73</u>	<u>Jan. 1/74</u>	<u>July 1/74</u>
	General Increases	7%	6%*	5%*
			* based on Dec. 31, 1973 rates	
	Labourer	\$4.17 (\$3.90)	\$4.42	\$4.63
	Senior Serviceman (General)	\$4.76 (\$4.45)	\$5.05	\$5.29

**Settlement Pay:** A lump sum payment equivalent to 10¢ per hour worked during 1973.

**Shift Premium:** Effective Jan. 1, 1973 for all off shifts, 21¢ (20¢) per hour. Effective Jan. 1, 1974, 22¢ per hour.

**Paid Vacation:** Effective Jan. 1, 1974, 3 weeks after 2 (3) years' service.

Health and  
Welfare:

Life Insurance - Effective Jan. 1, 1974, employer pays 75%  
(66-2/3 %) of premium.

O.H.I.P. - Effective Jan. 1, 1974, employer pays 100% (90%)  
of premium.

Sick Leave - Effective Nov. 28, 1973, maximum pay-out on  
severance 130 (120) days.

Workmen's Compensation - Effective Nov. 28, 1973 - awarded  
full salary for first 3 months and then Workmen's Compen-  
sation award is to be supplemented by use of sick credits,  
if any. (Previously Workmen's Compensation award was  
supplemented by sick credits from commencement of absence).

Long Term Disability Plan - Corporation and Union to discuss  
details of a plan; Corporation to contribute  $\frac{1}{2}$  of 1% of pay-  
roll towards plan with Union staff paying excess. To be  
effective when negotiated.

#### SPECIAL ITEM

##### Chrysler Canada Ltd. - Cost-of-Living Allowance

The Chrysler - U.A.W. Cost-of-Living provision negotiated in  
September will be based on a Combined Consumer Price Index. This  
index includes 10% of the Consumer Price Index published by  
Statistics Canada (1967 = 100) and 90% of the Consumer Price  
Index for Urban Wage Earners and Clerical Workers (United States  
City Average) published by the Bureau of Labor Statistics  
(1967 = 100). The average of the combined index for August,  
September and October is 135.5 which will give the employees  
a 17¢ COLA effective Dec. 3, 1973.

The allowance is calculated according to the following formula:  
When the Combined Index is between 130.3 and 132.1 the formula  
alternates between 1¢ for each 0.4 change and 1¢ for each 0.3  
change in the index. After the index reaches 132.2 the formula  
remains constant at 1¢ for each 0.3 change in the Combined Index.

## ADDENDUM

This addendum consists of one settlement ratified in October 1973.

## MACHINERY

Armor Elevator Canada Limited at Toronto and Pickering - Local 2524, Machinists (AFL-CIO/CLC): A 28-month first agreement replacing previous contract made with the Canadian Union of Manufacturing Employees (CNTU), effective from July 1, 1973 to Oct. 31, 1975, covering 275 employees, settled after a work stoppage and ratified in October 1973. (Previous agreement expired June 30, 1973.)

Wages:	Effective	<u>July 1/73</u>	<u>July 1/74</u>
	General Increase	20¢	25¢
	Additional Adjustments	New wage scale established with 6 Labour Grades (previously 11); progression steps are standardized for all classifications; employees are guaranteed minimum of new labour grade, or 15¢ additional, whichever is greater	
	Bench Assembler "C" (Labour Grade 1)	\$3.05 - \$3.55 (\$2.52 - \$2.66)	\$3.30 - \$3.80
	Tool and Die Maker "A" (Labour Grade 6)	\$5.02 - \$5.52 (\$4.52 - \$5.02)	\$5.27 - \$5.77
	Probationary period is 45 working days within 12 months. Maximum rates reached after increments of 5¢ at 3 months and 6 months, 10¢ at 9 months, 15¢ at 12 and 18 months for all classifications (previously 7¢ at 3 and 6 months for Bench Assembler "C" and varying amounts at intervals of 3, 6, 10, 14 and 18 months for Tool and Die Maker "A").		
Special Premiums:	30¢ per hour (previously minimum of 15¢) above top rate in group supervised, or above own rate, whichever is greater for Lead Hand. 5¢ per hour (new) for handyman when assigned to help on machines.		
Cost-of-Living Allowance:	Effective July 1, 1974, employees receive 1¢ per hour (new) per 0.5 change in the Index (1961=100) for May 1974, compared with the Index for May 1973, up to a maximum of 10¢, to be adjusted quarterly.		

Paid Holidays: Effective Dec. 1, 1973, full (half) day before Christmas Day and full (half) day before New Year's Day make a total of 11 (10).

Employees must work one full shift in the 30 (10) working days preceding the holiday in order to qualify for holiday pay.

Paid Vacations: Effective Dec. 1, 1974, 3 weeks after 8 years (previously 2 weeks plus 2 days after 8 years, 2 weeks plus 3 days after 9 years, 2 weeks plus 3 days after 9 years, 2 weeks plus 4 days after 10 years and 3 weeks after 11 years).

Welfare: Weekly Indemnity - Effective Jan. 1, 1974, benefits increase to 66-2/3% (previously 60%) of weekly earnings up to a maximum of \$115 (\$100) per week, payable on a 1-8-52 basis.

OHIP - Effective Dec. 1, 1973, employer pays 100% (75%) of the premiums for OHIP.

Semi-private Hospitalization - Effective Dec. 1, 1973, employer pays 100% (new) of the premiums for semi-private hospitalization plan.

Major Medical Plan - Effective Dec. 1, 1973, deductibles for major medical plan reduced to \$10 (\$25) for single employees and \$20 (\$50) for married employees, with 90% (80%) of remaining expenses paid.



CANADA DEPARTMENT OF LABOUR

OTTAWA

ONTARIO MINISTRY OF LABOUR

TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
IN ONTARIO REACHED DURING DECEMBER 1973



Prepared jointly by the Canada Department of Labour

and the Ontario Ministry of Labour



## C O N T E N T S

This report consists of summaries of 28 collectively bargained settlements in Ontario's non-construction industries in December 1973. This report also includes an addendum of 2 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements for bargaining units of 200 to 499 employees.

### Notes on Rates:

Two rates are consistently sought in reporting settlements; they are the after probationary rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. However, in some bargaining units these classifications do not exist and, in such cases, an attempt is made to report increases for a low rate and a high rate. For example, in an office bargaining unit, rates that might be reported could be a clerk's rate and a senior data control analyst's rate. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled occupation and for a skilled occupation the bargaining unit.

Provisions in brackets refer to the previous agreement.

Jan. 28, 1974



<u>COMPANY</u>	<u>UNION</u>	<u>PAGE</u>
Air Canada, system-wide	Canadian Air Line Flight Attendants' Assn. (Ind.)	23
Canada Wire and Cable Company Limited, Simcoe	Steelworkers (AFL-CIO/CLC)	19
Certified Auto Products (Central) Limited, operating as Royal Industries Certified Division, Toronto	Steelworkers (AFL-CIO/CLC)	22
Domtar Construction Materials Ltd., Caledonia	Steelworkers (AFL-CIO/CLC)	21
Dow Chemical of Canada, Ltd., Sarnia	Chemical Workers (AFL-CIO/CLC)	22
Federal Pioneer Limited, Toronto	Electrical Workers (I.U.E.) (AFL-CIO/CLC)	20
Ford Motor Company of Canada Ltd., Bramalea and Windsor	Auto Workers (CLC) (office and clerical employees)	12
Ford Motor Company of Canada Ltd., Bramalea, Niagara Falls, Oakville, St. Thomas and Windsor	Auto Workers (CLC) (production employees)	8
General Motors of Canada Ltd. and subsidiaries, London, Oshawa, St. Catharines, Scarborough and Windsor	Auto Workers (CLC) (production employees)	13
Government of Canada (Treasury Board)	Electrical Workers (I.B.E.W.) (AFL-CIO/CLC) (electronics group)	24
Government of Canada (Treasury Board)	Public Service Alliance (CLC) (education group)	32
Hiway Market Limited, Kitchener	Retail Clerks (AFL-CIO/CLC)	26
Imperial Leaf Tobacco Company of Canada Limited, Aylmer	Chemical Workers (AFL-CIO/CLC)	3
Kelsey-Hayes Canada Ltd., Windsor	Auto Workers (CLC)	15
Kitchener City Corporation	Railway, Transport and General Workers (Ind.)	33
Livingston Industries Limited, Hagersville	Woodworkers (AFL-CIO/CLC)	7
Penman's Limited, Paris and Watson Manufacturing Company of Paris Limited, Brantford	Textile Workers' Union (AFL-CIO/CLC)	6
Quaker Oats Company of Canada Ltd., Peterborough	Foodworkers (AFL-CIO/CLC)	1
Richards-Wilcox of Canada Limited, London	Machinists (AFL-CIO/CLC)	7
Rothman's of Pall Mall Canada Ltd., Toronto	Tobacco Workers (AFL-CIO/CLC)	4
Salvation Army Grace Hospital, Ottawa	Canadian Union of Public Employees (CLC)	30
Steinberg's Limited (Miracle Mart Division), Hull, Quebec; Ottawa and other locations in Ontario	Retail Clerks (AFL-CIO/CLC) (retail department store employees)	26

DECEMBER SETTLEMENTS REPORTED IN THIS ISSUE

A

SALARIED WORKERS (U.S./CANADA)  
(salaried employees)

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NOVEMBER SETTLEMENTS REPORTED IN THIS ISSUE

Abitibi Paper Company Ltd., Abitibi Provincial Paper Limited and Abitibi Forest Products Limited, various locations in Ontario	Office Employees (AFL-CIO/CLC) (office employees and scalers)	35
Canada Safeway Limited and Economart, Division of Westfair Foods Ltd., Thunder Bay	Retail Clerks (AFL-CIO/CLC)	35

## FOOD AND BEVERAGE

The Quaker Oats Company of Canada Ltd. at Peterborough - Local 293, Food-workers (AFL-CIO/CLC): A 24-month renewal agreement effective Nov. 1, 1973 to Oct. 31, 1975, covering 275 employees, settled at the bargaining stage. (Previous agreement expired Oct. 31, 1973).

**Wages:** Settlement pay of \$100 for present employees on payroll as of Nov. 1, 1973, prorated for employees hired or retired since that date. Employees absent through sickness or temporary layoff may qualify for settlement pay depending on date of return to work.

Effective	Dec. 16/73	Nov. 1/74
General Increases	10%	8%
Additional Adjustments	3¢ - 7¢ for selected classifications; 3¢ for Package Utility Classification	4¢ for Package Utility Classification
Package Utility	\$3.81 (\$3.43)	\$4.16
General Labour	\$3.97 (\$3.61)	\$4.29
Craftsman	\$5.04 (\$4.58)	\$5.44

Probationary period is 6 months, each month representing a minimum of 70 hours' work. Job rates are reached following a 5¢ increase after the first 2 weeks worked and a 10¢ increase after an additional 4 weeks of work.

**Shift Premiums:** Effective Dec. 16, 1973, 0 - 14¢ - 16¢ (0 - 10¢ - 16¢).

**Overtime Pay:** Effective Dec. 16, 1973, double time (time and one-half) for work after 12 consecutive hours.

**Paid Holidays:** Effective Dec. 16, 1973, additional floating holiday is added for a total of 11 (10) paid holidays.

Effective Dec. 16, 1973, employee receives holiday pay if absent from regular shift before and/or after the holiday due to death of grandparents, nieces or nephews (previously death in immediate family only).

**Paid Vacations:** Effective Dec. 16, 1973, 2 weeks after 1 (2) year's service, 4 weeks after 18 (20) years and 5 weeks after 25 (30) years.

Effective Dec. 16, 1973, vacation pay is calculated at 2% or 40 hours at regular rate per week, whichever is greater, for all weeks of vacation (previously vacation pay for first 2 weeks was calculated on same basis, but third and subsequent weeks were paid for at 40 times regular hourly rate per week ).

Leave of Absence: Effective Dec. 16, 1973, unpaid leave for union business is granted to a maximum of 2 (1) employees from one department and 5 (3) employees from the plant at any one time.

Effective Dec. 16, 1973, employer requires 5 (3) working days' notice to grant leaves of 2 days or less.

Bereavement Leave: Effective Dec. 16, 1973, grandparents included in 1 day's paid leave to attend funeral.

Welfare: Weekly Indemnity - Effective Dec. 16, 1973, benefits increase to 75% (66-2/3%) of wages, payable from first day of hospitalization or accident and fourth working day following illness (previously from fourth working day following hospitalization, accident or illness). Benefit period varies with length of service up to maximum of 26 weeks.

Pension Plan: Effective Jan. 1, 1974, employer pays 100% of premiums on maximum pensionable earnings under the Canada Pension Plan and matches 5% employee contribution on additional earnings. (Previously employer matched 5% employee contribution on all earnings).

Effective Jan. 1, 1974, minimum benefit is calculated on the basis of 1.4% of maximum pensionable earnings under the Canada Pension Plan plus 2% of additional annual earnings, times years of service. (Previously benefit equalled 5% employee contribution on all earnings less Canada Pension Plan payments, times 40%).

Effective Jan. 1, 1974, penalty for early retirement between ages 55 and 65 is reduced to 5% (6%) of benefits per year of early retirement.

Effective Jan. 1, 1974, employer pays 4-1/2% (3%) interest on Pension Plan withdrawals prior to vesting.

Effective Jan. 1, 1974, eligibility for membership commences after 1 year of service (previously at age 25).

Technological Change: Effective Dec. 16, 1973, in the event of installation of new equipment resulting in reduction of the working force, the employer will meet with the union as far in advance of the installation as is practical and provide it with details. The Union recognizes the employer's right to make technological changes solely at its own discretion.

Tool Allowance: Effective Dec. 16, 1973, \$30 (new) per year for employees in Maintenance Department above Grade 1.

Effective Dec. 16, 1973, employer supplies machine operators with necessary tools (new).

Jury Leave: Effective Dec. 16, 1973, employer makes up the difference between fee for Crown Witness duty (and, as previously, jury duty) and regular pay.

Retention of Seniority: Effective Dec. 16, 1973, probationary employees with 30 working days service retain seniority for 6 months during layoff (previously for period equivalent to length of service).

Departmental Seniority: Effective Dec. 16, 1973, departmental seniority is eliminated (new). Employee continues to exercise plant seniority.

#### TOBACCO PRODUCTS

Imperial Leaf Tobacco Company of Canada Limited at Aylmer - Local 813, Chemical Workers (AFL-CIO/CLC)(seasonal employees): A 24-month renewal agreement effective from Nov. 1, 1973 to Oct. 31, 1975, covering 360 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Oct. 31, 1973).

Wages: Retroactive pay of 30¢ per regular hour worked, pro-rated during the period from Nov. 1 to Dec. 22, 1973.

Effective	<u>Dec. 22/73</u>	<u>Mar. 1/74</u>
General Increases	30¢	20¢
Additional Adjustments	5¢ due to reclassifications	
Labour Pool	\$2.75 (\$2.40)	\$2.95
Operator - Cleaning and Classifying	\$3.21 (\$2.91)	\$3.51
Effective	<u>Nov. 1/74</u>	<u>Mar. 1/75</u>
General Increases	20¢	20¢
Labour Pool	\$3.15	\$3.35
Operator - C. and C.	\$3.71	\$3.91

Probationary period is 40 (45) days worked.

Shift Premiums: Effective Dec. 23, 1973, 0 - 18¢ - 18¢ (0 - 14¢ - 14¢).

Overtime Pay: Double time for overtime hours after 12 noon on Saturday (previously time and one-half for all hours worked on Saturday.)

Paid Lunch Period: Employees on third shift receive half hour paid lunch period (new), if plant operates three shift operation, provided 7-1/2 hours worked

Vacation Pay: **6%** after 650 (800) accumulated days worked and 8% after 1500 (1600) days.

Jury Duty Leave: Employer makes up the difference between jury duty pay and regular pay (new).

Rothman's of Pall Mall Canada Ltd. at Toronto - Local 319, Tobacco Workers' International Union (AFL-CIO/CLC): A 24-month renewal agreement effective from Dec. 23, 1973 to Dec. 20, 1975, covering 500 employees, settled at the conciliation officer stage.

Wages:	Effective	<u>Dec. 21/73</u>	<u>Dec. 21/74</u>
	General Increases	60¢	8%
	Group 1 (includes General Rework)	\$4.21 (\$3.61)	\$4.55
	Electrician	\$6.71 (\$6.11)	\$7.25

Cost-of-Living Allowance: Effective in the first year of the agreement, \$10 for each full point increase in the Consumer Price Index between May to November 1974, to maximum of \$50. No allowance will be paid if increase is less than 1 full point.

In the second year of the contract COLA of 1¢ per hour for each 0.5 increase in the CPI, calculated quarterly, to maximum of 25¢

Hours of Work: If on the expiration of the agreement the majority of cigarette companies in Canada have converted to a work week shorter than the present 36½ hours, the work week will be converted according

Overtime: Double time for hours worked in excess of 10 (12) consecutive hours.

Shift Premiums: For production workers, 0-20¢-35¢ (0-14¢-20¢); for non-production workers, 35¢ (20¢) for night shift.

Other Premium Pay: 20¢ (16¢) per hour for production workers and electricians; 5% of Group Rate for instructors (previously 10¢ per hour).

Paid Vacation : Effective Sept. 30, 1974, 3 weeks after 5 (7) years' service, 4 weeks after 12 (15) years and 5 weeks (new) after 17 years.

Health and Welfare: Long Term Disability - The company will introduce and maintain L.T.D. plan to be funded by the company and the employees.

Dental Plan - Effective Jan. 1, 1975, with premiums shared on a 50-50 basis.

Pension Plan: Pension Board will discuss amendments submitted by Local 319 and implement changes agreed upon.

**Severance Pay:** 1 week's pay with less than 2 years' service, 2 weeks' pay with 2 years but less than 5 and 6 weeks' pay with 5 or more years of service (formerly 1 week's pay with 2 but less than 3 years' service, 2 week's pay with 3 but less than 5 and 5 weeks' pay with 5 years or more of service).

## LEATHER

Susan Shoe Industries Limited at Hamilton - Local 842, Boot and Shoe Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from Nov. 9, 1973 to Nov. 8, 1975, covering 250 employees, settled at the bargaining stage. (Previous agreement expired Nov. 11, 1973).

<u>Wages:</u>	<u>Effective</u>	<u>Dec. 4/73</u>	<u>Sept. 2/74</u>
Increase in Class Rate Factor		24¢	15¢
Additional Adjustments	Base rates maintained at 15¢ above Provincial minimum wage		
Class D Base Rate (includes Washer)	\$2.09 (previously \$1.85) plus piecework earnings		\$2.24 plus piecework earnings
Class A Base Rate (includes Upper Cutter)	\$2.24 (previously \$2.00) plus piecework earnings		\$2.39 plus piecework earnings

**Shift Premiums:** 7% (new) of employee's piecework coupon earnings for work performed on shift scheduled to start before 7:00 a.m. or finish later than 10:00 p.m.

14% (10%) of employee's piecework earnings for shift scheduled to operate between midnight and 6:00 a.m.

**Paid Vacations:** Vacation pay of 5% after 8 (12) years' service.

3 weeks with vacation pay of 6% (new) after 15 years.

**Leave of Absence:** Up to 5 weeks' unpaid leave may be granted to employees with 10 years' seniority once every 3 years for personal reasons; up to 3 weeks' unpaid leave to employees with 5 years' seniority and up to 2 weeks' leave to employees with 2 years' seniority (new). No loss of seniority may occur.

Leave of absences are limited to 10% of work force during peak period May to September.

## KNITTING MILLS

Penman's Limited at Paris and The Watson Manufacturing Company of Paris Limited at Brantford - Locals 1851 and 1967, Textile Workers' Union (AFL-CIO/CLC). Two 24-month renewal agreements effective from Jan. 1, 1974 to Dec. 27, 1975, covering 375 employees, settled at the bargaining stage. (Previous agreement at Penman's expired on Dec. 17, 1973, and at Watson Manufacturing on Dec. 31, 1973).

Wages:	Effective	Dec. 17/73	Dec. 15/74	June 15/75
Increases		15¢ for day workers; 12¢ for piece-workers	10¢ for day workers; 8¢ for piece-workers	5¢ for day workers; 4¢ for piece-workers
Additional Adjustments		Establishment of new wage structure with adjustments of 1¢ - 60¢ due to reclassifications granted over the term of the agreement		
Service Help, Boxing De- partment (at Watson Manufacturing)	\$2.21 (\$1.88)		\$2.40	\$2.54
Sewing Ma- chine Mechanic (at Watson Manufacturing)	\$3.93 (\$3.01)		\$4.15	\$4.20
Attendance Bonus:	Employees receive bonus of \$10 per month (new) for regular attendance every 4 weeks with loss of time not exceeding one hour.			
	An employee who is late, and who has a reasonable excuse may make time up at end of regular shift.			
Paid Holidays:	Boxing Day is added for a total of 9(8).			
Paid Vacations:	Vacation pay improved to 5% after 5(10) years, 6% after 12(15) years, 7%(6%) after 15 years, and 8% after 20(25) years.			
Welfare:	<u>Weekly Indemnity Plan</u> - Employer will pay 50% of the cost of improvements to the weekly indemnity plan, details to be decided upon.			
	<u>Extended Health Care Plan</u> - Employer will pay 50% of the cost of implementing a new health care plan, details to be decided upon.			

## WOOD

Livingston Industries Limited at Hagersville - Local 2-342, Woodworkers (AFL-CIO/CLC): An 11-month renewal agreement with wages retroactive to Oct. 31, 1973, effective from Dec. 6, 1973 to Oct. 31, 1974, covering 210 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Oct. 31, 1973).

	Effective	<u>Nov. 1/73</u>	<u>May 2/74</u>
General Increases		24¢	5¢
Floor Worker (in Group 3)		\$3.24 (\$3.00)	\$3.29
Bench Work Operator (in Group 4)		\$2.99 plus incentive (\$2.75 plus incentive)	\$3.04 plus incentive
Electrician with Papers		\$3.76 (\$3.52)	\$3.81
Temporary Transfer:		An employee who is transferred to a non-incentive job receives the indirect bonus paid in the area to which he is transferred or 40¢ (15¢) per hour, whichever is greater.	
Paid Vacations:		Effective in 1974, 3 weeks after 7(8) years.	
Bereavement Leave:		Grandmother and grandfather included in 3 days' paid leave to attend funeral.	
Welfare:		<u>Life Insurance and A.D. &amp; D.</u> - \$6,000 (\$3,000).	

## METAL FABRICATING

Richards-Wilcox of Canada Limited at London - Local 756, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective Jan. 1, 1974 to Dec. 31, 1975, covering 280 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1973).

	Effective	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>
General Increases		8% on maximum of 1973 rate ranges	7% on maximum of 1973 rate ranges
Cost-of-Living Fold-In		28¢ cost-of-living was folded into wage rates	
Additional Adjustments		16¢ progression to maximum rates is maintained.	
General Labour		\$3.82 - \$3.98 (\$3.27 - \$3.43)	\$4.06 - \$4.22

	Jan. 1/74	Jan. 1/75
Electrician	\$4.49 - \$4.65 (\$3.89 - \$4.05)	\$4.77 - \$4.93
Tool and Die Maker	\$4.75 - \$4.91 (\$4.13 - \$4.29)	\$5.05 - \$5.21

Probationary period is 60 days worked. Maximum rates reached after four 4¢ increments every 65 days worked.

Cost-of-Living Allowance: Effective in 1974, employees receive an additional 2¢ per hour per full 1.0 change (same formula) above the Consumer Price Index base of 161.5 (1961=100), to be paid, if applicable, the month following publication of that level of Index, and adjusted monthly thereafter until the end of December 1974. Effective in 1975, employees receive an additional 2¢ per full 1.0 change above a new base equal to the November 1974 Index plus 4.0 points.

Cost-of-living allowance will be included in vacation pay and statutory holiday pay (new).

Severance Pay: \$30 (\$20) per year of service in the event of plant closing.

Shift Premium: 14¢ (12¢) per hour for second shift.

Paid Holidays: Full (half) day before Christmas Day and full (half) day before New Year's Day make a total of 11 (10).

Paid Vacations: 3 weeks after 6 (7) years, 4 weeks after 16 (17) years and 5 weeks after 26 (27) years.

Welfare: Weekly Indemnity Plan - Benefits increase to \$90 (\$70) per week, payable on a 1-8-52 basis. Effective Jan. 1, 1975, benefits increase to \$95.

Safety Shoe Allowance: Employer pays \$8 (\$5) towards the cost of safety shoes as required

#### TRANSPORTATION EQUIPMENT

Ford Motor Company of Canada, Ltd. at Windsor, Bramalea, Oakville, Niagara Falls and St. Thomas - Locals 200, 584, 707, 1054 and 1520, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC) (production employees): A 33-month renewal agreement effective from Dec. 10, 1973 to Sept. 14, 1976, covering 14,820 employees, settled after a work stoppage. (Previous agreement expired Sept. 14, 1973).

Wages:	Effective	<u>Sept. 16/73</u>	<u>Nov. 18/73</u>	<u>Sept. 22/74</u>	<u>Sept. 21/75</u>
General Increases		3% + 12¢		3%	3%
Adjustment to provide parity with U.S. rates		10¢			
COLA Fold-in			25¢		
Janitor	\$4.605 (\$4.255)		\$4.855	\$5.00	\$5.15
Assembler	\$4.865 (\$4.51)		\$5.115	\$5.27	\$5.43
Tool & Die Maker	\$6.355 (\$5.955)		\$6.605	\$6.805	\$7.01

Cost-of-Living Allowance:

Effective Nov. 18, 1973, 25¢ of the current cost-of-living allowance of 29¢ was added to the base rates, leaving a 4¢ per hour "float".

Effective Dec. 10, 1973, the allowance will be based on a combined consumer price index using the Consumer Price Index for Urban Wage Earners and Clerical Workers (U.S. City average) published by the Bureau of Labor Statistics (1967 = 100) for the United States and the Consumer Price Index published by Statistics Canada (adjusted to 1967 = 100) for Canada. The allowance is based on a formula of 1¢ adjustment for each 0.3 point change in the average index for each 3-month period through to April 1976. (Previous formula was 1¢ per 0.4 point change in the Canadian CPI).

The amount of COLA for the period beginning the first pay period following ratification of the agreement and ending Mar. 2, 1974, will be 16¢ per hour.

To implement a new dental care plan on Oct. 1, 1974, 1¢ an hour will be diverted from COLA for each 3-month period (total of 10), beginning March 1974.

Overtime:

Effective Mar. 1, 1974, hours in excess of 48 per week will be voluntary in all plants.

Hours in excess of 8 per shift will be voluntary except in car and truck assembly and casting plants where daily hours in excess of 10 Monday through Thursday and in excess of 8 on Friday will be voluntary.

The foregoing will not apply to employees working on what are normally classified as continuous 7-day operations.

Paid Holidays:

Remembrance Day will be a paid holiday in 1974 and 1975. For the Christmas-New Year's period, Dec. 29 has been added in 1973-74,

Dec. 23 and 30 in 1974-75 and Dec. 30 and Jan. 2 for 1975-76, resulting in 11 consecutive days off in the first year of the contract and 12 in both the second and third years.

Health and Welfare:

Life Insurance - effective Jan. 1, 1974, coverage of \$7,500-\$16,000 (\$7,500-\$14,500).

Effective Oct. 1, 1975, for employees at work on or after that date, minimum continuing life insurance after 65 will be increased to \$2,000 (\$1,500), all service to age 68 will be credited and the 20 year maximum service limit for determining final amount of continuing life insurance after 65 will be removed.

A.D. & D. - effective Jan. 1, 1974, coverage of \$3,750-\$8,000 (\$3,750-\$7,250).

Weekly Indemnity - benefits \$85-\$170 (\$85-\$155); effective Jan. 1, 1974, benefits of \$105-\$190.

Extended Disability - effective Jan. 1, 1974, monthly benefits of \$285-\$655 (\$285-\$590).

Total and Permanent Disability - effective Jan. 1, 1974, monthly benefits of \$150-\$320 (\$150-\$290).

Dental Plan - effective Oct. 1, 1974, employees with 1 year's service and their dependents will be covered by a Blue Cross Dental Plan. As well as the usual dental services the plan will cover complete and partial dentures and orthodontic treatment for children under 19. The plan will pay 100%, 85% or 50% of charge, depending on type of service rendered. The maximum benefit payable per year is \$750 per individual for all services with the exception of orthodontics, for which the maximum benefit payable will be \$500 during the lifetime of each individual.

Nursing Home Charges - effective Oct. 1, 1975, co-insurance payments for semi-private or public ward care in nursing homes under OHIP will be covered under the welfare program.

Eyeglasses - effective Oct. 1, 1975, payment for eyeglasses will be covered under the program.

Survivor Income Benefits - monthly benefits for eligible survivors of employees who are at work on or after Oct. 1, 1975 will be increased to \$200-\$225 (\$175-\$200).

Pension Plan:	<u>3-1-74</u>	<u>10-1-74</u>	<u>10-1-75</u>	<u>10-1-76</u>	<u>10-1-77</u>	<u>10-1-78</u>
Early Retirement Income up to age 65 (30 and Out at 55 (formerly 58) or older)	\$550.00#	\$625.00	\$625.00	\$650.00	\$650.00	\$700.00
Basic Benefit (Class B)	\$9.00*	\$9.50**	\$9.50**	\$10.00**	\$10.00***	\$11.00

Class B applies to job classifications with maximum basic hourly rate of \$4.54 through \$4.69.  
(Present basic benefit \$7.25, \$7.50, \$7.75).

Supplementary Pension before age 65	\$9.00 (\$8.00)	\$9.50	\$9.50	\$10.00	\$10.00	\$11.00
Post 65 Supplement	\$125.00# -CPP	\$200.00 -CPP	\$200.00 -CPP	\$207.50 -CPP	\$207.50 -CPP	\$240.00 -CPP
Present retirees and surviving Spouses (Class B)	10-1-73 \$8.25 (\$7.50)	Make-up to \$8.00 + 25¢ \$8.50	\$8.85	\$9.35	\$9.60	\$10.20

- # Increased to year 2 level the later of age 65 or 10-1-74.  
 \* \$9.50 in year 3; \$9.75 in year 4; \$10.00 in year 5; \$10.50 in year 6.  
 \*\* \$9.75 in year 4; \$10.00 in year 5; \$10.50 in year 6.  
 \*\*\* \$10.75 in year 6.

Early Retirement - Effective Oct. 1, 1975, eligible employees in the foundry in Windsor will be able to retire after 25 years or more of credited service under a 20% pension service bonus program. On this date the company will increase the service credited to eligible foundry workers with 25 or more years of credited service by 20%.

Reopener - Although the present Pension Plan remains in effect until 1979, the company has agreed to negotiate with the Union in 1976 concerning the following two proposals:

- (a) that the benefit payable to the surviving spouse of a retired employee be increased from 55% to 66-2/3% of the life income benefit payable to the retired employee after age 65, and
- (b) that an employee who retires before age 55 with 30 or more years of credited service be eligible for an unreduced Special Allowance, and for unreduced basic and supplementary benefits after age 65.

Supplementary  
Unemployment  
Benefit Plan:

Effective Jan. 1, 1974, employer's contributions increase to 7¢-12¢ (5¢-10¢) for each compensated hour.

Effective Jan. 1, 1975, the employer will make additional contributions to the fund of 6¢ for overtime hours paid at time and one-half and 12¢ for overtime hours at double time.

Effective Jan. 1, 1976, Company contributions increase to 9¢-14¢ per compensated hour.

Effective Jan. 1, 1974, the premium costs for hospital-surgical-medical-drug coverage for laid off workers and for life and related insurance coverage will be paid directly by the Company (formerly offset against SUB contributions).

Effective Jan. 1, 1974, the Company is required to absorb the cost of short work week benefits exceeding 3¢ an hour in a calendar year, except for those short work weeks caused by an "Act of God" such as a snow storm.

The maximum SUB payment is increased to \$90 (\$80) for a laid off worker who refuses a recall which he has a right to turn down.

Where UIC denies unemployment insurance to pregnant workers because a law limits their availability for work, SUB will be payable in an amount determined as if unemployment insurance had been payable.

A laid-off worker who receives partial workmen's compensation benefits while ineligible for accident and sickness payments will now be eligible for full SUB including the amount of his partial workmen's compensation.

Bereavement Leave: Grandparent and grandparent of current spouse added for up to 3 days' paid leave.

Tuition Refund: Up to \$350 (\$250) per calendar year and up to \$700 (\$500) per calendar year for approved credit courses taken at an accredited college.

Ford Motor Company of Canada Ltd. at Windsor and Bramalea - Locals 240 and 1324, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC) (office and clerical workers): A 33-month renewal agreement effective from Dec. 9, 1973 to Sept. 14, 1976, covering 500 employees, settled at the post conciliation bargaining stage.

Wages:	Effective	<u>Sept. 16/73</u>	<u>Dec. 1/73</u>	<u>Oct. 1/74</u>	<u>Oct. 1/75</u>
General Increases		5% (minimum of \$40 per month)		3%	3%
Wage Parity Adjustment		\$17.34			
COLA Fold-in			\$43.34		
<u>Monthly Rates</u>					
Class 1 (includes mailboy)	\$739.05 (\$681.71)		\$782.39	\$805.86	\$830.04
Class 8 (predominant rate)	\$912.07 (\$852.12)		\$955.41	\$984.07	\$1,013.59

	Sept. 16/73	Dec. 1/73	Oct. 1/74	Oct. 1/75
Class 11 (includes senior data control analyst)	\$1,120.50	\$1,163.84	\$1,198.76	\$1,234.72

**Cost-of-Living  
Allowance:**

Effective Dec. 1, 1973, \$43.34 of the present \$50.27 cost-of-living float was incorporated into the base rates.

COLA during the new contract will be based on a combined Canada-U.S. index (described in the Ford production workers contract above). The new ratio is \$1.73 per month for each 0.3 rise in the combined index (previously \$1.73 per month for each 0.4 rise in the Canadian index). The new starting float will be \$27.73 (includes \$6.93 residue plus first payout of new "weighted" index), to be paid quarterly.

\$1.73 a month will be diverted from COLA for each 3-month period beginning March 1974 in order to implement a dental care plan on Oct. 1, 1974.

**Paid Holidays:**

A new holiday, the Friday before Victoria Day, will be effective in 1974 and 1975. For the Christmas-New Year's period Dec. 28 has been added in 1973-74, Dec. 23 and 30 in 1974-75 and Dec. 30 and Jan. 2 for 1975-76, resulting in 11 consecutive days off in the first year of the contract and 12 in both the second and third years.

**Health and  
Welfare:**

Extended Sick Leave - An employee with 90 days or more employment will be eligible for 3 months' extended sick leave at full pay. (Previously first month at full pay, second month at 40% of pay if the employee had 2 or more years of seniority and third month at 40% of pay if employee had 10 years or more seniority).

**Temporary  
Higher Rate:**

An employee is paid the higher rate after 6 (11) days.

**Transfer to  
Lower Rate:**

Any reduction in salary will not take effect for 3 months (previously a 5% reduction started at once).

**Other Changes:**

Similar to Ford-UAW production workers contract, reported above.

General Motors of Canada Ltd. and subsidiaries at London, Windsor, St. Catharines, Oshawa and Scarborough, Ont. and Ste. Thérèse, Qué.- Locals 27, 195, 199, 222, 303 and 1163, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC) (production employees): A 33-month renewal agreement effective from Dec. 17, 1973 to Sept. 14, 1976, covering 27,000 employees, settled at the post conciliation bargaining stage.

<u>Wages:</u>	<u>Effective</u>	<u>Sept. 16/73</u>	<u>Sept. 23/74</u>	<u>Sept. 23/75</u>
	General Increases 3% + 12¢		3%	3%
Wage Parity Adjustment	10¢			
COLA Fold-in	25¢			
Janitor	\$4.82 (\$4.22)		\$4.96	\$5.11
Assembler	\$5.12 (\$4.51)		\$5.27	\$5.43
Tool Maker	\$6.56 (\$5.91)		\$6.76	\$6.96

Overtime: Ste. Thérèse plant will work 10-hour days, Monday through Thursday, 8 hours on Friday, with overtime on a voluntary basis for all work over those hours. Other operations will be on an 8- and 48 (six 8-hour days) schedule, with all work over those hours being voluntary.

Wage Inequity Fund: A wage inequity fund of 1¢ per hour times the number of employees as of Mar. 18, 1973 will be established. The International Union and General Motors will work out adjustments of the wage inequities. In the event the cost of the inequity adjustments negotiated is less than the entire sum per hour, the difference will be used as an offset to otherwise required contributions into the SUB fund.

Paid Holidays: The Friday before Victoria Day will be a paid holiday in 1974 and 1975.

For the Christmas-New Year's period, one new holiday will be effective in 1973-74 and two additional days in both 1974-75 and 1975-76, resulting in 11 consecutive days off in the first year and 12 in the second and third years of the contract.

Supplementary Unemployment Benefits: Effective in 1974, employer's contributions increase to 7¢-12¢ (5¢-10¢) per compensated hour. In 1975, employer contributes an additional 6¢ to 12¢ on overtime hours. In 1976, employer's contributions increase to 9¢-14¢ per hour.

The employer is also committed to an additional contingent 4¢ per hour as back-up money to guarantee benefits in any periods in which the fund is low because of heavy future layoffs.

Other Changes: Similar to Ford-UAW (production employees) agreement, reported above.

Kelsey - Hayes Canada Ltd. at Windsor - Local 195, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC): A 36-month renewal agreement effective from Dec. 16, 1973 to Dec. 15, 1976, covering 780 employees, settled at the bargaining stage.

	<u>Effective</u>	<u>Dec. 16/73</u>	<u>Dec. 16/74</u>	<u>Dec. 22/75</u>
General Increases		3% +13¢ (24¢-33¢)	3% (12¢-21¢)	3% (12¢-21¢)
COLA Fold-in		42¢		
Labourer		\$4.86 (\$4.18)	\$5.01	\$5.16
Electrician "A"		\$6.11 (\$5.40)	\$6.29	\$6.48

Cost-of-Living Allowance: 42¢ of the present COLA of 47¢ was incorporated into the rates after the first year increase, leaving a 5¢ per hour "float".

The cost - of - living allowance will continue and be subject to quarterly adjustments commencing Mar. 3, 1974 through Sept. 6, 1976. The allowance is based on a formula of 1¢ adjustment for each 0.4 point change in the Consumers' Price Index - 1961 = 100 (no change).

Shift Premium: 0-20¢-25¢ (0-17¢-22¢).

Paid Holidays: A new paid holiday Sunday Dec. 15, 1974 and Sunday Dec. 14, 1975. For the Christmas - New Year Period Dec. 24, 1973 has been added, Dec. 23 and Dec. 24 in 1974, plus Jan. 2 in 1975, resulting in 11 consecutive days off in the first year of the contract and 12 in the second and third years.

	<u>Effective</u>	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>	<u>Jan. 1/76</u>
Life Insurance		\$9,500 (\$9,000)	\$10,000	\$10,500

For retirees after Dec. 15, 1973 life insurance will be increased to \$2,000 (\$1,500) with 10 to 20 years' service; \$2,250 (\$1,750) with 20 to 25 years' service and \$2,500 (\$2,000) with 25 years' or more service.

<u>A.D. &amp; D.</u>	<u>Jan. 1/74</u>	<u>Jan. 1/75</u>	<u>Jan. 1/76</u>
	\$4,750. (\$4,500.)	\$5,000.	\$5,250.

Weekly Indemnity - Effective Jan. 1, 1974, \$120 (\$90); Jan. 1, 1975, \$125; Jan. 1, 1976, \$130.

Extended Disability - Effective Jan. 1, 1974, \$325 (\$305) per month; Jan. 1, 1975, \$345; Jan. 1, 1976, \$365.

Dental Plan - Effective Jan. 1975, the Company will provide a dental plan for employees and dependents with deductibles of \$25-\$50. Company costs are not to exceed 10¢ per hour.

Pension Plan:	Date of Retirement	Basic Pension Benefit
	June 1/74	\$9.00 (\$7.50)
	Jan. 1/75	\$9.50
	Jan. 1/77	\$10.00
	Jan. 1/79	\$11.00

Employees retiring on or after June 1, 1974, will have their basic monthly pension benefit increased as follows:

<u>Retirement Date</u>	<u>Date of Increase in Basic Benefit-</u>			
	1-1-76	1-1-77	1-1-78	1-1-79
From June 1/74 to Dec. 31/74	50¢	25¢	25¢	50¢
From Jan. 1/75 to Dec. 31/76		25¢	25¢	50¢
On or after Jan. 1/77				75¢

Present Retirees  
and Surviving  
Spouses:

Present retirees and eligible surviving spouses and those who retire before June 1, 1974, will have their basic pension benefit increased for each year of credited service as follows:

Jan. 1/74	Jan. 1/75	Jan. 1/76	Jan. 1/77	Jan. 1/78	Jan. 1/79
75¢	25¢ plus adjustment	35¢	50¢	25¢	60¢
		\$8.25	\$8.60	\$9.10	\$9.35

Effective Jan. 1, 1974, such retirees will also have their monthly supplementary pension rates (payable prior to age 65), increased by \$1 to a maximum increase of \$25.

Retirement with  
30 or more years  
of service and  
55 or older:

Total Monthly Benefit - effective June 1, 1974, the total monthly benefit (composed of basic benefits, supplementary pension and special allowance) will be \$550 per month to age 65. For retirements on or after Jan. 1, 1975, the total monthly benefit payable before age 65 will be as follows:

<u>Date of Retirement</u>	<u>Total Monthly Benefit to Age 65</u>
Jan 1/75 through Dec. 31/76	\$625
Jan. 1/77 through Dec. 31/78	\$650
Jan. 1/79 and after	\$700

Basic Pension Benefit - Previously the basic pension of a retiree (on or after Jan. 1, 1972) with 30 or more years of credited service was reduced at age 65 by 4% for each year that retirement preceded age 62. Effective Jan. 1, 1975, the reduction factor will be removed from the retirees pension. Effective June 1, 1974, the 4% reduction will no longer be applied at 65.

Supplementary Pension (at statutory benefit age): Equal to years of credited service (maximum 25) times:

<u>Date of Retirement</u>	<u>Amount</u>
Dec. 15/73 through May 31/74	\$4.30 per month
June 1/74 through Dec. 31/74	\$5.00
Jan. 1/75 through Dec. 31/76	\$8.00
Jan. 1/77 through Dec. 31/78	\$8.30
Jan. 1/79 and after	\$9.00

Subject to reduction of estimated statutory benefits.

**Surviving Spouse Benefits:** Effective Jan 1, 1975, a retiree under 55 with 30 or more years of credited service, may elect the surviving spouse option at retirement (formerly an employee could not elect the option until age 55).

Effective Jan. 1, 1975, automatic surviving spouse benefits apply when an employee dies prior to retirement before age 55, with 30 or more years' service (formerly there was no coverage for death before age 55).

Effective Jan. 1, 1975, the benefits elected by past retirees for a special survivorship option, will be increased to \$3.00 (\$1.60).

**Survivor Income Benefits:** Transition Benefit - effective Jan. 1, 1976, transition benefit payments will be increased by \$25.

- (1) For a Class "A or B" survivor with children and a Class "C" survivor, the monthly benefit will be \$225 (\$200) less statutory benefits, with a minimum benefit of \$150.
- (2) For a Class "A or B" survivor without children and a Class "C" survivor with a divorced parent, \$200 (\$175) monthly benefit.
- (3) For a Class "D" survivor not receiving statutory benefit, \$200 (\$175).
- (4) For a Class "D" survivor receiving statutory benefits the minimum transition benefit will be \$125 (\$100) per month.

Bridge Benefits - effective Jan 1, 1976.

- (1) Bridge benefits of \$200 (\$175) per month less statutory benefits.
- (2) New minimum bridge benefit of \$150 per month for Class "A or B" survivors with children.
- (3) Minimum qualifying age of the survivor for the bridge benefit will be reduced to 45 (48).

## Reopeners:

- (1) Retirement before age 55 with 30 or more years of service - If Chrysler Canada agrees to open discussions in the event of change in the "age of receipt" (under O.A.S. or C.P.P.) Kelsey Hayes will follow.
- (2) Survivor spouse benefit.

Supplementary  
Unemployment  
Benefit Plan:

Effective Dec. 16, 1974, employer's contributions increase to 5¢-9¢ (4¢-8¢) for each compensated hour and the employer will make additional contributions to the fund of 6¢ for overtime hours paid at time and one-half and 12¢ for overtime hours at double time.

Effective Dec. 22, 1975, 7¢-11¢.

Effective Jan. 1, 1974, the premium costs for hospital-surgical-medical-drug coverage for laid off workers will be paid directly by the Company (formerly offset against SUB contributions).

Effective Jan. 1, 1974, the Company is required to absorb the cost of short work week benefits exceeding 3¢ an hour in a calendar year

The maximum SUB payment is increased to \$90 (\$80) for a laid off worker remaining on layoff after refusing a job offer and exhausting unemployment compensation.

## ELECTRICAL PRODUCTS

Westinghouse Canada Ltd. at Hamilton - Local 555, United Electrical, Radio and Machine Workers of America (CLC) (salaried employees): A 22½-month renewal agreement effective from Dec. 6, 1973 to Sept. 21, 1975, covering 525 employees, settled at the post conciliation bargaining stage. (Previous agreement expired Sept. 21, 1973).

## Wages:

	Effective	<u>Dec. 6/73</u>	<u>Sept. 22/74</u>
<b>Weekly Increases</b>			
40-hour week	\$13.00-\$14.00-\$16.00		\$11.00-\$11.50-\$12.00
37½-hour week	\$12.19-\$13.12-\$15.00		\$10.31-\$10.78-\$11.25
<b>Mail and Messenger</b>			
	\$104.26-\$113.32 (\$91.26-\$100.32)		\$115.26-\$124.32
<b>Production Planner</b>			
	\$205.24-\$239.37 (\$189.24-\$223.37)		\$217.24-\$251.37

Dec. 6/73

Sept. 22/74

Clerk	\$115.27-\$130.13 (\$103.08-\$117.94)	\$125.58-\$140.44
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Automatic Progression Through Salary Range: Effective Mar. 22, 1974, Sept. 22, 1974 and Mar. 22, 1975, additional steps will be added to the salary scale after the 12 month rates. This provides most job levels with an automatic progression through to the contract maximum (formerly increases between the 12 month rate and the contract maximum were at the discretion of the employer).

Retroactivity: Wages retroactive to Sept. 22, 1973.

Cost-of-Living Allowance: Effective July, 1974 and continuing each quarter, 1¢ for each 0.5 rise in the Consumer Price Index (1961=100) (new). Cap of 8¢ per hour for life of the collective agreement.

Vacation Pay: 4% (2%) after 6 months' service.

Lay-off: Employee with one or more years of service who has received notice of lay-off will be eligible for a 10-day familiarization period on an open job or a job held by a less senior employee on a "bump" basis (new).

Bereavement Leave: Qualifying period - 60 working days (6 months).

Jury Duty Pay: Employee eligible regardless of length of service (previously 6 months' service required).

Deduction of Union Dues: All employees hired after Nov. 18, 1971, will be required to pay union dues (formerly voluntary for all employees).

Canada Wire and Cable Company Limited at Simcoe - Local 6187, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from Nov. 20, 1973 to Nov. 19, 1975, covering 250 employees, settled at the mediation stage. (Previous agreement expired Nov. 19, 1973).

	Effective	Nov. 17/73	Nov. 23/74
General Increases		41¢	36¢
Additional Adjustments	5¢ for skilled tradesmen; 2¢ - 8¢ due to reclassifications		
General Labour	\$3.28 - \$3.43 (\$2.87 - \$3.02)		\$3.64 - \$3.79
Electrician	\$4.50 - \$4.65 (\$4.04 - \$4.19)		\$4.86 - \$5.01

Probationary period is 50 days worked. Maximum rates reached after three 5¢ increments every 50 days worked.

Shift Premiums: 0 - 16¢ - 20¢ (0 - 13¢ - 16¢).

Paid Vacations: Effective in 1974, 3 weeks after 5 (8) years and 4 weeks after 15 (18) years.

Welfare: Weekly Indemnity Plan - Effective Jan. 1, 1974, benefits increase to \$85 (\$75) per week, payable from the first day accident and fourth day illness for a maximum of 39 (26) weeks. Effective Dec. 1, 1974, benefits increase to \$90.

Major Medical Plan - Effective Jan. 1, 1974, employer pays 100% (new) of the premiums for plan with deductible of \$25, with 80% of remaining expenses fully paid.

Pension Plan: Basic benefit increases to \$4.00 (\$3.20) per month per year of service prior to Nov. 20, 1970 and \$5.00 (\$4.00) for service thereafter.

No maximum (previously maximum of 30 years) on pension service credit period.

Pension benefits for employees on early retirement are reduced by 1/4 of 1% (previously 1/2%) for each month preceding normal retirement date. Early retirement is optional for employees at age 55 (60) who have minimum of 10 years' service.

Eligibility requirements for total and permanent disability is reduced to 10 (15) years and to age 40 (50) years.

Survivor option provides surviving spouse with 60% (50%) of adjusted pension.

Federal Pioneer Limited at Toronto - Local 521, Electrical Workers (I.U.E.) (AFL-CIO/CLC): A 24-month renewal agreement effective from Nov. 1, 1973 to Oct. 31, 1975, covering 287 employees, settled at the conciliation officer stage. (Previous agreement expired Oct. 31, 1973).

Wages:	Effective	Nov. 1/73	Nov. 1/74
Increases		22¢ - 28¢	21¢ - 27¢
Cost-of-Living Fold-In		23¢ cost-of-living was folded into wage rates	
Additional Adjustments		6¢ - 41¢ due to some reclassifications	
Labour Grade 1 (includes Assembler Machine Operator)		\$3.18 - \$3.33 (\$2.73 - \$2.88)	\$3.39 - \$3.54
Labour Grade 16 (includes Plant Electrician II)		\$4.69 - \$4.84 (\$4.18 - \$4.33)	\$4.96 - \$5.11

Probationary period is 2 calendar months worked during 3 consecutive months. Maximum rates reached after three 5¢ increments every 3 months.

**Cost-of-Living Allowance:** Effective the first pay period following Nov. 1, 1973, employees receive 1¢ per hour per 0.7 rise (same formula) above base of 154.3 (1961 = 100), to be adjusted quarterly, up to a maximum of 15¢ the first year and 10¢ the second year (previously no maximum).

**Shift Premium:** 0 - 14¢ - 15¢ (0 - 13¢ - 14¢).

**Paid Vacations:** 3 weeks after 7 (8) years and 4 weeks after 17 (21) years.

**Pension Plan:** Employer contributes 5¢ (4¢) per man-hour worked into pension plan fund.

#### NON-METALLIC MINERAL PRODUCTS

Domtar Construction Materials Ltd. at Caledonia -Local 14994, Steelworkers (AFL-CIO/CLC): A 30-month renewal agreement effective from Aug. 29, 1973 to Feb. 28, 1976, covering 215 employees, settled after work stoppage. (Previous agreement expired Aug. 28, 1973).

<u>Wages:</u>	<u>Effective</u>	<u>Aug. 29/73</u>	<u>Feb. 28/74</u>	<u>Jan. 1/75</u>
	General Increases	40¢	20¢	45¢
	Additional Adjustments	6¢ due to re-classifications		
	Job Class 2 (includes Labour)	\$4.00 (\$3.60)	\$4.20	\$4.65
	Job Class 15 (General Repair Elec-trical)	\$4.88 (\$4.38)	\$5.08	\$5.53

**Shift Premiums:** 0 - 12¢ - 18¢ (0 - 11¢ - 14¢).

**Sunday Premium:** 40¢ (30¢) per hour.

**Paid Holidays:** Day before New Year's Day is added for a total of 11 (10).

**Paid Vacations:** 3 weeks after 8 (9) years, 4 weeks after 17 (18) years and 6 weeks (new) after 30 years. Effective Aug. 29, 1974, 3 weeks after 7 years.

**Bereavement Leave:** One day's paid leave (new) granted to attend funeral upon death of brother-in-law or sister-in-law.

Welfare: Life Insurance and A. D. & D., weekly indemnity, OHIP and major medical plan - Effective Jan. 1, 1974, employer pays 85% (80%) of the premiums for these plans.

Life Insurance and A. D. & D. - Effective Jan. 1, 1974, benefits increase to \$7,500 (\$5,500).

Weekly Indemnity Plan - Effective Jan. 1, 1974, benefits increase to 66-2/3% up to a maximum of \$113 per week (previously flat amount of \$75 per week), payable on a 1 - 6 - 26 basis.

Certified Auto Products (Central) Limited, operating as Royal Industries Certified Division at Toronto - Local 14831, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from Nov. 12, 1973 to Nov. 11, 1976, covering 310 employees, settled after a work stoppage. (Previous agreement expired Nov. 11, 1973).

Wages:	Effective	Nov. 12/73	Nov. 12/74	Nov. 12/75
	General Increases	40¢	40¢	30¢
	General Labour	\$3.30 (\$2.90)	\$3.70	\$4.00
	Tool and Die Maker	\$5.25 (\$4.85)	\$5.65	\$5.95
Cost-of-Living Allowance:	Effective Nov. 12, 1975, employee receives 1¢ per hour (new) per 1.0 rise above the November 1975 Consumer Price Index (1961 = 100), up to a maximum of 5¢ per hour, to be adjusted every 4 months.			
Maternity Leave:	Up to 1 year (previously 90 days) leave of absence granted to female employees with 1 year's seniority. Upon return to work, employee must give 90 days' notice (new), whereupon employee may return to previous position with no loss of seniority.			
Welfare:	<u>Weekly Indemnity Plan - Benefits of \$40 per week for all employees (previously \$30 for female employees and \$40 for male employees), payable on a 1-4-26 basis.</u>			

#### CHEMICAL AND CHEMICAL PRODUCTS

Dow Chemical of Canada, Ltd. at Sarnia - Local 9-672, Oil, Chemical and Atomic Workers International Union (AFL-CIO/CLC): A 30-month renewal agreement effective from Oct. 13, 1973 to Feb. 29, 1976, covering 820 employees, settled after a work stoppage. (Previous agreement expired Aug. 25, 1973).

Wages:	Effective	Aug. 26/73	June 24/74	Nov. 25/74
	General Increases	8%	7½%	6%

	Aug. 26/73	June 24/74	Nov. 25/74
Utility Man "C"	\$3.96 (\$3.67)	\$4.26	\$4.52
Operator "A"	\$5.95 (\$5.51)	\$6.40	\$6.78

Settlement Pay: Retroactive for hours worked to Aug. 26, 1973.

Hours of Work: Effective June 1974, a reduction in hours from 40 to 37.3 at hourly rates in effect.

Shift Premiums: 0-25¢-40¢ (0-20¢-35¢).

Paid Vacation: 3 weeks after 2 (5) years' service,  
4 weeks after 9 (15) years and  
5 weeks after 19 (25) years.

Health and Welfare: Weekly Indemnity - Effective Dec. 23, 1973, benefits scaled from \$110- \$140 (\$100-\$130) according to earnings. Effective Nov. 25, 1974 benefits increase to \$120-\$150 (\$100-\$130) on a 1-3-39 basis.

Long Term Disability- 55% (50%) of base rate less statutory benefits.

Pension Plan: After 10 years' service, employees are eligible for pension at 62 (65) without penalty.

#### TRANSPORTATION

Air Canada (system-wide) - Canadian Air Line Flight Attendants' Association (CLC): A 25-month renewal agreement effective from June 1, 1973 to June 30, 1975, covering 2,700 employees, settled at the conciliation board stage.

	Effective	June 1/73	July 1/74
Wages:			
General Increases		8%	8%
Flight Attendant (Other than Jet aircraft)		\$8.359 (\$7.740)	\$9.028
Flight Director (7th year) (Boeing 747)		\$17.248 (\$15.97)	\$18.628

Ground Duty - Service to Passengers: Effective Dec. 1, 1974, one-half hourly rate (formerly Flight Director \$4.00, Purser \$3.00, Flight Attendant \$2.00).

Training Pay: Effective Jan. 1, 1974, one-half hourly rate (new).

Guaranteed Days Off: Effective Jan. 1, 1974, 12 (10) days per month; July 1, 1974, 13 days.

Transportation Allowance: Effective June 1, 1973, for Vancouver and Winnipeg \$1.25 (formerly \$1.00 Vancouver, 75c Winnipeg) per trip to and from airport. Rates for other cities are unchanged.

Meal Allowances: Effective June 1, 1973, \$15.50 (\$12.00) per day.

Uniforms: Effective June 1, 1973, employer will pay 50% of all optional items and 100% for one winter hat, one rain hat and one scarf.

Ten Year Contract: Effective Dec. 1, 1973, compulsory resignation after 10 years' line service for female Flight Attendants eliminated.

Government of Canada (Treasury Board) - Local 2228, International Brotherhood of Electrical Workers (AFL-CIO/CLC) (electronics group): A 23-month renewal agreement effective from Dec. 24, 1973 to Nov. 16, 1975, covering 2,450 employees, settled at the mediation stage.

Wages:	Effective	<u>July 30/73</u>	<u>Dec. 3/73</u>	<u>Oct. 7/74</u>
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General Increases	7%	2%	7.75%
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Annual Rates

EL - 1	\$7,785-\$8,848 (\$7,276-\$8,269)	\$7,941-\$9,025	\$8,556-\$9,724
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EL - 4	\$10,839-\$12,316 (\$10,130-\$11,510)	\$11,056-\$11,222	\$11,913-\$13,536
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EL - 9	\$17,518-\$19,906 (\$16,372-\$18,604)	\$17,868-\$20,304	\$19,253-\$21,878
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Shift Premiums: 0-\$1.25-\$1.75 (0-\$1.00-\$1.50) per shift.

Change in Shift: Operating employees - \$25 (\$22) for work performed on first scheduled shift change when less than 7 days' advance notice given.

Standby Pay: \$3.00 (\$2.00) for each 8-hour period on standby.

Paid Holidays: Lieu Days - If employee's lieu day cancelled without 7 days' notice - \$25 (\$22).

Effective Mar. 31 of each year, employee receives \$73 (\$64) for each lieu day not taken.

Paid Vacation: Effective Apr. 1, 1974, 5 weeks after 29 (30) years' service; effective Apr. 1, 1975, 5 weeks after 28 years.

Change in Employee Status: \$25 (\$22) if do not receive 30 days' notice of change of status.

Schedule Premium: Non-operating employees working within a schedule which deviates from their normal daily schedule receive \$22 (\$19) for first and

second days, \$27 (\$24) for third to fifth days and \$32 (\$29) for sixth and subsequent days.

**Meal Allowance:** \$1.75 (\$2.00) if employee works 3 hours overtime before the start of scheduled hours.

\$2.50 (\$2.00) if employee works 3 hours overtime following scheduled hours of work.

\$1.75 (\$1.50) every 4 hours, if employee works more than 3 hours overtime.

**Sea Duty Premium:** \$2.50 (\$2.00) per night at sea.

**Ship Board Assignment:** \$25 (\$22) if employee did not receive 7 days' advance notice.

#### RETAIL TRADE

Steinberg's Limited at Toronto - Local 419, Teamsters (Ind.): A 24-month renewal agreement effective from Nov. 4, 1973 to Nov. 4, 1975, covering 225 employees, settled at the bargaining stage. (Previous agreement expired Nov. 4, 1973).

<b>Wages:</b>	<u>Effective</u>	<u>Nov. 4/73</u>	<u>May 6/74</u>	<u>Nov. 4/74</u>	<u>May 5/75</u>
	General Increases	75¢	20¢	35¢	20¢
	General Labour	\$5.36 (\$4.61)	\$5.56	\$5.91	\$6.11
	Driver - Semi-Trailer	\$5.79 (\$5.04)	\$5.99	\$6.34	\$6.54
	Electrician	\$6.00 (\$5.25)	\$6.20	\$6.55	\$6.75

**Paid Vacations:** Effective in 1974, 4 weeks after 11(12) years and 5 weeks (new) after 23 years.

**Welfare:** Life Insurance and A.D.& D. - Effective Feb. 1, 1974, benefits upon retirement increase to \$2,000 (\$1,000).

Weekly Indemnity Plan - Effective Feb. 1, 1974, benefits increase to 70% (at present 65%) of normal weekly earnings, payable from the first day of accident and fourth day of illness, for a maximum of 39 (13) weeks.

Long Term Disability Plan - Effective Feb. 1, 1974, plan provides benefits of 65% (60%) of normal earnings, payable from the 40th (14th) week, until normal retirement or return to work.

Semi-Private Hospitalization - Effective Feb. 1, 1974, maximum on daily allowance is \$5.50 (\$3.75).

Dental Plan - Effective Feb. 1, 1974, employer pays 100% of the premiums for new dental plan, which basically covers 80% of expenses , subject to certain policy restrictions and limitations.

Steinberg's Limited (Miracle Mart Division) at Hull, Qué. and other centres, Ont. - Local 486, Retail Clerks' International Association (AFL-CIO/CLC) (retail department store employees): A 21-month renewal agreement effective from Apr. 8, 1973 to Jan. 7, 1975, covering 500 employees, settled at the mediation stage.

Wages:	Effective	<u>Apr. 8/73</u>	<u>Apr. 8/74</u>
	Weekly Increases	\$10.75	\$10.00
	Regular Clerk	\$97.00-\$127.00 (\$86.25-\$116.25)	\$107.00-\$137.00
	Senior Clerk	\$126.00-\$146.00 (\$115.25-\$135.25)	\$136.00-\$166.00
Shift Premium:		Effective Dec. 3, 1973, 0-35¢ (0-22.5¢).	
Paid Holidays:		Effective in 1974, employee's birthday added for a total of 10.	
Paid Vacation:		Effective in 1974, 4 weeks after 12 (15) years' service.	
Health and Welfare:		<u>Dental Plan</u> (new) The Company will contribute 5¢ per regular hour worked towards the premium.	
Meal Allowance:		\$2.00 (\$1.75).	

Hiway Market Limited at Kitchener - Local 206, Retail Clerks (AFL-CIO/CLC):

Two 24-month renewal agreements effective from Oct. 1, 1973 to Sept. 30, 1975, covering 135 part-time employees and 120 full-time employees, settled at the mediation stage.  
(Previous agreements expired Sept. 30, 1973).

Wages:	Effective	<u>Oct. 1/73</u>
	Increases	3¢ for all full-time incumbent employees except Clerk A's and waitresses who receive 25¢ and Premium Classifications who receive 5¢ additional; 25¢ for part-time incumbents except waitresses who receive 20¢
	Additional Adjustments	Progression to maximum rates on wage scales have been adjusted; no employee's wage may be reduced due to these adjustments.

Full-time Employees:

Clerk A	\$2.60 - \$3.71 (\$2.35 - \$3.46)
Clerk B	\$3.20 - \$4.31 (\$2.85 - \$3.96)
Meat Cutter	\$3.50 - \$4.70 (\$3.15 - \$4.35)

Effective	<u>June 3/74</u>	<u>June 2/75</u>
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Increases	15¢ for all full-time incumbents except tractor drivers who receive 25¢; 20¢ for all part-time incumbents except packers and waitresses who receives 15¢	15¢ for full-time incumbents except waitresses who receive 10¢ and tractor drivers who receive 25¢; 10¢ for part-time incumbents
Additional Adjustments	Progression to maximum rates on wage scales have been adjusted; no employee's wage may be reduced due to these adjustments.	

Full-time Employees:

Clerk A	\$2.75 - \$3.86	\$2.90 - \$4.01
Clerk B	\$3.35 - \$4.46	\$3.50 - \$4.61
Meat Cutter	\$3.65 - \$4.85	\$3.80 - \$5.00

Probationary period is 3 calendar months of continuous service. Maximum rates reached after 8 3-month increments. Rate after probationary period is 10¢ above Start rate for Clerk A and Meat Cutter and 15¢ above Start rate for Clerk B.

Rate on Temporary Transfer: 30¢ (25¢) per hour above regular rate of pay for employee temporarily transfer to full-time position of Buyer, Parkway Salesman, Supervisor or Premium Clerk after one full shift.

Paid Holidays: Employee's birthday is added for a total of 10 (9) for full-time employees.

Welfare: Dental Plan - Effective Oct. 1, 1974, employer contributes 6¢ (new) per regular hour worked towards plan for full-time employees.

## EDUCATION AND RELATED SERVICES

The Sudbury Board of Education - Local 895, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective July 1, 1973 to June 30, 1975, covering 420 employees, settled at the conciliation officer stage. (Previous agreement expired June 30, 1973).

Wages:	Effective	<u>July 1/73</u>	<u>Apr. 1/74</u>
	General Increases	8%	
	Additional Adjustments	29¢ - 52¢ due to inequity adjustments	4% for matrons and cleaners
	Cleaning Helper (Secondary Schools)	\$2.25 (\$2.09)	\$2.34
	Custodian* (Elementary Schools)	\$3.95 - \$4.30 (\$3.66 - \$3.98)	\$3.95 - \$4.30
	Electrician, Class "A" (Maintenance Section)	\$5.44 (\$5.04)	\$5.44
	Effective	<u>July 1/74</u>	<u>Apr. 1/75</u>
	General Increases	7%	
	Additional Adjustments		6% for matrons and cleaners; 15¢ for 3 classifications
	Cleaning Helper	\$2.50	\$2.79
	Custodian*	\$4.23 - \$4.60	\$4.23 - \$4.60
	Electrician, Class "A"	\$5.82	\$5.82
	Probationary period is 80 days (previously 5 months). Maximum rates for Custodians above reached after 4 annual increments.		
	*Elementary School Custodians do not receive shift premiums.		
Premium for Additional Certificates:	12¢ per hour for Certificates where required for maintenance men (previously 15¢ for Natural Gas Fitters Certificate and 6¢ for other Provincial Certificates). Effective July 1, 1974, 14¢ per hour.		
Supervisory Premium:	19¢ (18¢) per hour for Head Custodian who supervises. Effective July 1, 1974, 20¢ per hour.		
Shift Premiums:	0 - 16¢ - 19¢ (0 - 13¢ - 16¢) for maintenance section employees and certain classifications at Secondary Schools.		

Paid Vacations: Effective June 30, 1974, 3 weeks after 4 (5) years, 4 weeks after 12 (15) years, 4 weeks and one day after 18 (21) years with one additional day for each year of service thereafter up to a maximum of 5 weeks after 22 (25) years.

Welfare: Life Insurance, A.D. & D., OHIP, Semi-private Hospitalization and Drug Plan - Effective July 1, 1974, employer pays 100% (at present 66-2/3%) of the premiums for these plans.

Car Allowance: \$15 per month plus 14¢ (13¢) per mile for maintenance section employees required to use own vehicle to carry out business of employer.

University of Toronto Libraries - Local 1230, Canadian Union of Public Employees (CLC) (non-professional employees): A 19-month renewal agreement effective from Dec. 5, 1973 to June 30, 1975, covering 470 employees, settled at the conciliation officer stage. (Previous agreement expired June 30, 1973).

Wages: Settlement pay of \$250 for employees on payroll on date of ratification, pro-rated during the period from July 1, 1973.

Effective	<u>Jan. 1/74</u>	<u>July 1/74</u>
General Increases	5% on maximum rates	7.5%
Additional Adjustments	Increments for years of service adjusted to 5% (previously 6.75%) annually	
Library		
Technician II,	\$5,182 - \$6,362	\$5,571 - \$6,839
Clerk Typist 1	(\$4,664 - \$6,059)	
Programmer 3	\$11,448 - \$14,055 (\$10,307 - \$13,386)	\$12,307 - \$15,109

Probationary period is 90 calendar (previously working) days. Maximum rates reached after 5 annual increments.

Overtime Pay: Double time (previously time and one-half) for overtime work on a Sunday.

Paid Holidays: Effective in 1974, day before New Year's Day is added for a total of 10 (9).

Bereavement Leave: Sister-in-law and brother-in-law included in 3 days' paid leave to attend funeral.

Sick Leave: Upon completion of probationary period, employees receive sick leave with pay for periods up to 15 weeks during unavoidable absences due to illness or injury not compensable under Workmen's Compensation Act (previous plan with credits accumulating at a rate of 1½ days per month up to a maximum of 130 days has been eliminated).

## HEALTH AND WELFARE SERVICES

Salvation Army Grace Hospital at Ottawa - Local 883, Canadian Union of Public Employees (CLC): A 21-month renewal agreement effective from Mar. 1, 1973 to Dec. 20, 1974, covering 210 employees, settled at the arbitration stage. (Previous agreement expired Feb. 28, 1973).

Wages: Retroactive pay applies to all employees on payroll as of Mar. 1, 1973, pro-rated for new employees. Former employees must be notified by mail at last known address and claim such pay within 30 days.

Effective Mar. 1/73

General Increases	7%
Additional Adjustments	\$10 per month for basic female helper; \$5 per month for R.N.A.'s whose rate was below Grace Graduate R.N.A.'s; other re-classifications

Basic Helper #1	\$ 92.44 - \$103.05 (\$ 84.08 - \$ 94.00)
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Basic Helper #2	\$106.29 - \$115.59 (\$ 99.34 - \$108.03)
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Registered Nursing Assistant	\$123.15 - \$132.77 (\$110.89 - \$119.89)
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Nursing Orderly	\$115.45 - \$125.07 (\$107.90 - \$116.89)
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Carpenter	\$165.03 - \$176.03 (\$154.23 - \$164.51)
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Effective Sept. 1/73                           Mar. 1/74

General Increases	2%	9%
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Basic Helper #1	\$ 94.29 - \$105.11	\$102.78 - \$114.57
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Basic Helper #2	\$108.42 - \$117.90	\$118.18 - \$128.51
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Sept. 1/73

Mar. 1/74

Registered Nursing Assistant	\$125.61 - \$135.43	\$136.91 - \$147.62
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Nursing Orderly	\$117.76 - \$127.57	\$128.36 - \$139.05
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Carpenter	\$168.33 - \$179.55	\$183.48 - \$195.71
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Probationary period is 3 months. Maximum rates reached after 3 annual increments.

Shift Premiums: 0 - 15¢ - 15¢ (0 - 12-1/2¢ - 12-1/2¢).

Call-Back Pay: Minimum of 3 (2) hours at overtime rates.

Paid Vacations: 4 weeks after 12 (15) years for all employees except for R.N.A.'s who receive 4 weeks after 8 years (same) and 5 weeks (new) after 25 years.

Sick Leave: Effective Mar. 1, 1973, credits accumulate at a rate of 1-1/2 (1-1/4) days per month. Maximum on sick leave credits is unlimited (previously 210 days).

Leave for Union Business: Maximum leave is 50 (30) days collectively for employees elected or appointed to represent Union at Union conventions.

Welfare: OHIP - Effective Jan. 1, 1974, employer pays 90% (75%) of the premiums for OHIP. Effective July 1, 1974, employer pays 100%.

Stratford General Hospital Corporation - Local 424, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1974, covering 210 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1973.)

Wages:	Effective	Jan. 1/74
	General Increases	26¢ - 42¢
	Ward Aide	\$2.64 - \$2.83 (\$2.38 - \$2.57)
	Porter	\$2.97 - \$3.09 (\$2.71 - \$2.83)
	Medical Attendant, Registered Nursing Assistant	\$3.29 - \$3.44 (\$2.92 - \$3.07)
	Maintenance Man	\$3.98 - \$4.29 (\$3.60 - \$3.91)

Probationary period is 2 months. Maximum rates reached after increases at 6 months and 18 months.

Educational Bonus: 6¢ per hour (new) for R.N.A.'s for work in Operating Room after successful completion of an O.R. Technician Course and due certification by the R.N.A.O.

Shift Premiums: 0 - \$1.10 - \$1.10 (0 - \$1.00 - \$1.00) per shift if 5 or more hours are worked between 1500 and 0730 hours.

Jury Duty Leave: Employer makes up the difference between fee for Crown witness (and, as previously, jury duty) and regular pay.

Welfare: Life Insurance - Employer pays 80% (66-2/3%) of HOGLIP premiums.

OHIP - Employer pays 100% (93%) of premiums.

Autopsy Pay: Payment of \$11 to Laboratory Assistants, attending an autopsy outside regular working hours is eliminated.

#### FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (education group): A 20-month renewal agreement effective from Dec. 27, 1973 to Aug. 31, 1975, covering 2,635 employees settled at the conciliation board stage. (Previous agreement expired Mar. 31, 1973).

Wages:	Effective	<u>Apr. 1/73</u>	<u>Sept. 1/74</u>
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#### Increases

Elementary and Secondary Teaching	6.0%-14.45%	5.8%
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Language Teaching	8.5%	5.8%
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Education Services	8.5%	5.8%
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#### Annual Rates

Elementary and Secondary Teaching
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#### Maritimes

Level 1	\$5,375-\$8,286 (\$4,918-\$7,581)	\$5,687-\$8,767
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Level 6	\$9,324-\$14,604 (\$8,531-\$13,361)	\$9,865-\$15,451
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<u>Ontario</u>	Apr. 1/73	Apr. 1/74
Level 1	\$6,455-\$8,833 (\$6,090-\$8,333)	\$6,829-\$9,345
Level 6	\$9,794-\$16,250 (\$9,240-\$15,330)	\$10,362-\$17,193
<u>British Columbia</u>		
Level 1	\$7,214-\$10,579 (\$6,300-\$9,239)	\$7,632-\$11,193
Level 6	\$11,181-\$18,163 (\$9,765-\$15,863)	\$11,829-\$19,216
Language Teaching		
Level 1 (B.A.)	\$8,707-\$14,599 (\$8,025-\$13,455)	\$9,212-\$15,416
Level 4 (B.A. plus 3 years' Teacher Education)	\$11,657-\$19,021 (\$10,744-\$17,531)	\$12,333-\$20,124
Education Services		
EDS-1	\$15,953-\$17,825 (\$14,703-\$16,429)	\$16,878-\$18,859
EDS-3	\$19,105-\$21,343 (\$17,608-\$19,671)	\$20,213-\$22,581
EDS-5	\$23,079-\$25,785 (\$21,271-\$23,765)	\$24,418-\$27,281

Principal's Basic - \$275 (\$230).  
Allowance:

Department Head's \$400 (\$300).  
Allowance:

#### LOCAL ADMINISTRATION

##### Kitchener City Corporation - Local 304, The Canadian Brotherhood of Railway,

Transport and General Workers (Ind.): A 12-month first agreement effective from June 1, 1973 to May 31, 1974, covering 200 employees previously under agreements with the Kitchener Public Utilities Commission, or Kitchener City Corporation (Works Department), settled at the conciliation officer stage and ratified in November 1973. (Previous agreement at P.U.C. expired May 31, 1973 and agreement covering City employees was to expire Feb. 6, 1974).

Wages:

Effective

June 1/73

General Increase      40¢ for former PUC employees; rates for former City (Works) employees adjusted to same wage levels.

Additional Adjustments      2¢ per hour added into rates formerly with Kitchener PUC, due to elimination of Service Pay Plan; starting rates adjusted to 30¢ per hour less than maximum rates except for Bus Operators (previously rate ranges varied).

General Labour	\$3.62-\$3.92 (new classification)
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Bus Operators (Previously PUC)	\$4.31-\$4.49 (\$3.89-\$4.07)
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Motor Vehicle Mechanic (Licensed) (Previously PUC)	\$4.55-\$4.85 (\$4.28-\$4.43)
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Probationary period is 3 months for Bus Operator and 6 months for General Labour and Mechanic. Maximum rates for General Labour and Mechanic reached upon completion of probationary period and for Bus Operator after 2 six-month increments.

Paid Holidays: Easter Monday is added for a total of 11 (previously 10 for PUC employees and 11 for City employees).

Paid Vacations: 3 weeks after 5 years (previously 6 for PUC employees and 5 for City employees).

Welfare: Life Insurance - Amount of insurance for regular employees is 150% of annual income to nearest \$500 upon completion of probationary period (previous policy at Kitchener Public Utilities Commission provided an amount equal to annual income, increasing by 2½% for each year of service up to a maximum of 150% and at Kitchener City of an amount equal to annual income).

Amount of life insurance for retirees who have seniority with PUC only, prior to Dec. 1, 1972 and who retire at age of 65 or under disability provisions prior to normal retirement is \$4,000 for employees with 15 years' service or more and \$2,000 for employees with less than 15 years' service (previous coverage for PUC employees, which was 70% of amount employee was insured for prior to retirement for employees hired prior to May 1, 1967 and 50% for employees hired after May 1, 1967 has been eliminated).

Tool Allowance: \$50 per year for licensed Motor Mechanics and Body Men (new for former PUC employees).

Safety Shoe Allowance: Employer supplies safety shoes appropriate to employee's occupation (new for former PUC employees).

Safety Prescription Glasses: Employer supplies safety prescription glasses where required (new for former PUC employees).

## ADDENDUM

This addendum consists of two settlements ratified in November 1973.

## PAPER AND ALLIED

Abitibi Paper Company Ltd., Abitibi Provincial Paper Limited and Abitibi Forest Products Ltd. at various locations in Ontario, Manitoba and Quebec - Office Employees (AFL-CIO/CLC) (office and clerical employees and scalers): 24-month renewal agreements effective from May 1, 1973 to Apr. 30, 1975, covering 330 employees, of whom 250 are located in Ontario, settled at the bargaining stage and ratified in November 1973. (Previous agreements expired Apr. 30, 1973).

Wages and terms of settlement are similar to those reported for the Abitibi Paper Company Ltd. on page 5 of the September 1973 Issue.

## RETAIL TRADE

Canada Safeway Limited and Economart, Division of Westfair Foods Ltd. at Thunder Bay - Local 409, Retail Clerks (AFL-CIO/CLC): 25-month renewal agreements effective from Feb. 1, 1973 to Mar. 1, 1975, covering 200 employees, settled at the post conciliation bargaining stage and ratified in November 1973. (Previous agreement expired Jan. 31, 1973).

Wages:	Effective	<u>Feb. 1/73</u>	<u>Feb. 4/74</u>	<u>Aug. 5/74</u>
Increases		30¢-37¢ for full-time incumbent Clerk A's, 25¢-35¢ for Clerk B's, 32¢-40¢ for Meat Cutters and Bakers; 25¢-35¢ for part-time incumbents	20¢-25¢ for full-time incumbent Clerk A's, 25¢ for Clerk B's, 30¢ for Meat Cutters, 35¢ for Bakers; 25¢ for part-time incumbents	19¢ for full-time incumbent Clerk B's, 20¢ for Clerk A's, 30¢ for Meat Cutters, 40¢ for Bakers; 25¢ for part-time incumbents
Additional Adjustments		Progressions on wage scales to maximum rates have been adjusted; no employee's wage may be reduced due to these adjustments.		

Full-time Employees:

Clerk A	\$2.30-\$3.55 (\$2.13-\$3.18)	\$2.45-\$3.80	\$2.60-\$4.00
Clerk B	\$2.75-\$4.30 (\$2.61-\$3.95)	\$2.95-\$4.55	\$3.10-\$4.74
Meat Cutter	\$2.85-\$4.75 (\$2.61-\$4.35)	\$3.05-\$5.05	\$3.25-\$5.35

Probationary period is 30 days. Maximum rates reached after 2 three-month increments and 3 six-month increments for Clerk A, and after 4 six-month increments for Clerk B and Meat Cutter.

- Head Cashier Premium: 5¢ per hour above regular hourly rate for the first 3 months and 15¢ per hour thereafter (new) for full-time employees.
- Cake Decorator Premium: 5¢ per hour above the Clerk A rate for the first 3 months and 10¢ per hour thereafter (new) for full-time employees.
- Night Shopping Premium: 40¢ (35¢) per hour for full-time employees required to work when store is open after 6.00 p.m.
- Night Shift Premium: Effective ratification date, 25¢ (22¢) per hour for full-time and part-time employees scheduled to work between 9.00 p.m. and 7.00 a.m. Effective Feb. 4, 1974, 30¢ per hour.
- Overtime Pay: Double time for full-time employees for work on scheduled day off (time and one-half after regular work week and double time for work on Sunday).
- Shift Scheduling: Except by mutual agreement, no employee will be scheduled to work on a night shift for more than 6 weeks in any 12-week period (new).
- Employees will be given one week's notice of change of shift (new).
- Minimum of 10 hours time off granted between finish of one shift and start of next scheduled work shift (new).
- Lunch Period: Employees receive one hour for lunch period (same) except where half hour is mutually agreed upon (new).
- Rest Periods: One paid 15-minute rest period (new) granted for full-time and part-time employees after 2½ hours' overtime after a regular shift.
- No rest periods may be scheduled within 1 hour of starting, quitting or lunch period (new).
- Rate on Temporary Transfer: Full-time employee who temporarily replaces Store Manager, Assistant Store Manager, Grocery Manager, Meat Manager, Produce Manager or Bakery Manager for more than 2(3) days receives premium of 35¢ (previously minimum of 20¢) per hour.

Full-time employee who relieves Head Cashier for more than 2 (3) days receives rate of the job (previously minimum of 10¢ per hour above own rate).

Paid Holidays: Boxing Day and Civic Holiday are added for a total of 9 (7) for full-time and part-time employees.

Pay for Work on a Paid Holiday: Double time (previously time and one-half) in addition to regular holiday pay for full-time employees.

Paid Vacations: One week (new) after 6 months and 4 weeks after 10 (14) years for full-time employees.

Bereavement Leave: Son-in-law and daughter-in-law included in 1 day's paid leave for full-time employees.

Jury Duty Leave: Employer makes up the difference between jury duty pay and regular pay (new) for full-time employees.

Leave of Absence: Up to 9 (6) months unpaid leave may be granted to one full-time employee designated by the Union to serve in official capacity. Upon return to work, employee receives former job with no loss of seniority.

Welfare: Life Insurance, weekly indemnity plan and OHIP - Employer pays 100% (50%) of the premiums for these plans for full-time employees.

Dental Plan - Effective Jan. 1, 1974, employer contributes 6¢ per regular hour worked (new) to a Dental Benefit Trust Fund for full-time employees.

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July to December 1973

(First six months appear in June 1973 Issue)

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Canada Packers Limited, Walkerton Canada Starch Company Limited, Cardinal Libby, McNeil & Libby of Canada, Limited, Chatham and Wallaceburg	Foodworkers (AFL-CIO/CLC) Retail Wholesale Employees (AFL-CIO/CLC) Auto Workers (CLC)	July Nov. Nov.	1 2 1
William Neilson Ltd., Toronto Omnstead Foods Limited, Wheatley Quaker Oats Company of Canada Ltd., Peterborough	Foodworkers (AFL-CIO/CLC) Teamsters (Ind.)	Nov. July Dec.	3 1 1
York Farms (Div. of Canada Packers Limited), Brantford	Foodworkers (AFL-CIO/CLC)	Sept.	1
TOBACCO PRODUCTS			
Imperial Leaf Tobacco Company of Canada Limited, Aylmer Rothman's of Pall Mall Canada Ltd., Toronto	Chemical Workers (AFL-CIO/CLC) (seasonal employees) Tobacco Workers (AFL-CIO/CLC)	Dec. Dec.	3 4
RUBBER			
Uniroyal Ltd., Kitchener Viceroy Manufacturing Company Limited,	Rubber Workers (AFL-CIO/CLC) (production employees) Rubber Workers (AFL-CIO/CLC)	July Sent	2 2

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## TEXTILE

Fiberglas Canada Limited, Guelph	Textile Workers Union (AFL-CIO/CLC)	July 3
Galtex Company Ltd., Galt	Textile Workers Union (AFL-CIO/CLC)	Nov. 6
Patchogue Plymouth - Hawkesbury Mills, a Division of Amoco Canada Petroleum Company Ltd., Hawkesbury	Woodworkers (AFL-CIO/CLC)	July 31
Texpack Limited, Brantford	Textile and Chemical Union (Ind.)	Oct. 1
Wabasso Ltd. (Camtex Div.), Dunnville and Welland	Textile Workers Union (AFL-CIO/CLC)	Oct. 1

## KNITTING MILLS

Harvey Woods Limited and subsidiaries, Toronto and Woodstock	Textile Workers Union (AFL-CIO/CLC)	Aug. 1
Penman's Limited, Paris, and Watson Manufacturing Company of Paris Limited, Brantford	Textile Workers Union (AFL-CIO/CLC)	Dec. 6

## CLOTHING

GWG (Eastern) Limited, Brantford National Garment Manufacturers Association (Sportswear Div.), Toronto	Amalgamated Clothing Workers (AFL-CIO/CLC)	Nov. 7
Toronto Cloak Manufacturers Association	United Garment Workers (AFL-CIO/CLC)	July 4
	Ladies Garment Workers (AFL-CIO/CLC)	Sept. 32

## WOOD

Custom Sawmill (Hearst) Limited, Lecours Lumber Company Limited, Levesque Planing Mill Limited and United Sawmill Company, Calstock and Hearst	Carpenters (Lumber & Sawmill Workers) (AFL-CIO/CLC)	Oct. 28
Livingston Industries Limited, Hagersville Northern Wood Preservers, Limited, Thunder Bay	Woodworkers (AFL-CIO/CLC)	Dec. 7
	Carpenters (AFL-CIO/CLC)	July 5

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Abitibi Paper Company (Iroquois Falls Div., Sault Ste. Marie Div., Fort William Div., Manitoba Paper Div., Beausejour Div., Smooth Rock Falls Div.) and Abitibi Forest Products Ltd. (Thunder Bay Div., Sturgeon Falls Div., Abitibi Provincial Paper Div., Thunder Bay), Ontario, Manitoba and Quebec	Paperworkers, Machinists, Electrical Workers (I.B.E.W.) and Operating Engineers (I.U.O.E.) (all AFL-CIO/CLC)	Sept.	4
Abitibi Paper Company Ltd., Abitibi Provincial Paper Limited and Abitibi Forest Products Limited, various locations in Ontario	Office Employees (AFL-CIO/CLC) (office employees and scalers)	Dec.	35
American Can of Canada Ltd., Marathon Beaver Wood Fibre Company, Limited, Thorold	Paperworkers (AFL-CIO/CLC) Paperworkers (AFL-CIO/CLC)	Sept.	5
Canadian International Paper Company and New Brunswick International Paper Company, New Brunswick, Ontario and Quebec	Paperworkers, Machinists, Electrical Workers (I.B.E.W.) and Plumbers (all AFL-CIO/CLC)	Oct.	5
Domtar Fine Papers Ltd., Cornwall	Paperworkers (AFL-CIO/CLC)	Sept.	6
Domtar Fine Papers Ltd., St. Catharines	Paperworkers (AFL-CIO/CLC)	Sept.	7
E.B. Eddy Company, Hull, Quebec and Ottawa, Ontario	Paperworkers and Machinists (AFL-CIO/CLC)	Sept.	9
Eddy Forest Products Limited, Espanola	Paperworkers and Electrical Workers (I.B.E.W.)	Nov.	8
Great Lakes Paper Co. Ltd., Thunder Bay	Paperworkers (AFL-CIO/CLC)	Sept.	9
Kimberly-Clark of Canada Limited, Terrace Bay	Paperworkers (AFL-CIO/CLC)	Aug.	1
Ontario-Minnesota Pulp and Paper Company Ltd., Fort Frances and Kenora	Paperworkers, Machinists, Electrical Workers (I.B.E.W.) and Operating Engineers (I.U.O.E.) (all AFL-CIO/CLC)	Oct.	6
Ontario Paper Company Ltd., Thorold	Paperworkers, Longshoremen (I.I.A.), Electrical Workers (I.B.E.W.), Machinists, Plumbers, Operating Engineers (I.U.O.E.), Carpenters (all AFL-CIO/CLC), and Operating Engineers (C.U.O.E.) (Ind.)	Oct.	8

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Somerville Industries Limited, London  
Spruce Falls Power and Paper Company Ltd.  
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Toronto Star Ltd., Toronto

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John T. Hepburn, Limited, Mississauga and  
Toronto  
International Hardware Company of Canada  
Limited, Belleville  
Richards-Nilcox of Canada Limited, London  
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Limited, Guelph  
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Toronto  
Thermotex Windows of Canada and Benarnal  
Company Limited, Toronto  
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6	Graphic Arts Union (AFL-CIO/CLC)	Nov.	9
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7	Structural Iron Workers (AFL-CIO/CLC)	July	7
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9	Moulderers (AFL-CIO/CLC)	July	9
7	Machinists (AFL-CIO/CLC)	Dec.	7
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12	Sheet Metal Workers (stainless steel section) (AFL-CIO/CLC)	Nov.	12
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and Windsor	employees)		
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and Windsor	clerical employees)		
Ford Motor Company of Canada, Ltd., Bramalea	Auto Workers (CLC) (office and	Dec.	12
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diaries, London, Oshawa, St. Catharines,	Auto Workers (CLC) (production	Dec.	13
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